

Board of Education Regular Meeting
Monday, December 11, 2023 6:00 PM
Boardroom at 1700 14th Avenue
1700 14th Ave
Nebraska City, NE 68410

1. Call to Order
 - 1.1. Roll Call
 - 1.2. Pledge of Allegiance
 - 1.3. Requests from Board Members to be Absent
 - 1.4. Welcome to Visitors and Public
 - 1.5. Approval of Agenda
 - 1.6. Public Comment Time
 - 1.7. Approval of Minutes
 - 1.8. Claims and Accounts
 - 1.9. Financial Report
2. Reports
 - 2.1. Principal Reports – “What’s Happening With The PIONEERS!”
 - 2.2. Committee Reports
 - 2.2.1. Education, Americanism and Civics
 - 2.2.2. Buildings and Grounds
 - 2.2.3. Finance
 - 2.2.4. Policy
 - 2.3. Superintendent's Report
3. Business
 - 3.1. Policy Reviews
 - 3.2. Early Voluntary Separation Offer
 - 3.3. Approve Semester Graduates
 - 3.4. Track Overcoat
 - 3.5. Vehicle Purchase
 - 3.6. Energy Loan Application and Scope of Work
 - 3.7. Northside Fire Panel
 - 3.8. MidPlains Advisors
 - 3.9. Executive Session
 - 3.9.1. Superintendent Evaluation
 - 3.10. Superintendent's Contract
 - 3.11. Executive Session
4. Adjournment

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

Public Participation at Board Meetings Form
Nebraska City Public Schools Board of Education

PUBLIC COMMENTS

The purpose of “Public Participation” is for the Board of Education to hear comments from the public. Since comments are not on the published agenda the Board will not discuss and/or answer questions during “Public Comments.”

The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may only speak one time per topic and must limit comments to around five (5) minutes. In the event more than six individuals wish to address the board, the 30 minutes will be divided equally between the number of speakers. At the discretion of the Board President or Chair, speakers may be allotted additional time.

PLEASE PRINT

Name _____ Date _____

Address _____

City _____ State _____ Zip Code _____

Subject of Public Comment: _____

UNAPPROVED MINUTES
Board of Education Regular Meeting
Monday, November 13, 2023 at 6:00 PM
Boardroom at Central Office
1700 14th Avenue
Nebraska City, NE 68410

The Nebraska City News Press and B103 were notified.

Notice was published in the Nebraska City News Press on Friday, November 3, 2023 and on the Nebraska City Public Schools website on October 11, 2023 stating the time and place of the meeting and stating that the known subjects on the agenda were on file and available for public inspection at the District Central Office, 1700 14th Avenue, Nebraska City, Nebraska. Copies of the postings from Friday, November 3, 2023 and October 11, 2023 are attached to these minutes.

This meeting is subject to the Open Meetings Law and Availability of the Agenda pursuant to Nebr. Rev. Stat. Chapter 84, Article 1412(8). A current copy of the Open Meeting Act is posted in the meeting room and the agenda is available.

1. Call to Order

Board President Jim Nemecek called the meeting to order at 6:00 PM.

1.1. Roll Call

Kent Blum: Absent
Lisa Chaney: Present
Don Loseke: Present
Jeff Frields: Present
Stacie Higgins: Present
Rob Elson: Present
Jim Nemecek: Present
Nick Schmitz: Present
Brent Shanholtz: Present
Present: 8, Absent: 1

1.2. Pledge of Allegiance

1.3. Requests from Board Members to be Absent from this meeting

Order #17012-Motion Passed: Motion to approve the request to be absent from this meeting from Kent Blum passed with a motion by Stacie Higgins and a second by Don Loseke. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Rob Elson: Yea
Jim Nemecek: Yea
Nick Schmitz: Yea
Brent Shanholtz: Yea
Yea: 8, Nay: 0, Absent: 1

1.4. Welcome to Visitors and Public

1.5. Approval of Agenda

Order #17013-Motion Passed: Motion to approve the agenda for November 13, 2023 passed with a motion by Lisa Chaney and a second by Jeff Frields. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Rob Elson: Yea
Jim Nemecek: Yea

Nick Schmitz: Yea
Brent Shanholtz: Yea
Yea: 8, Nay: 0, Absent: 1

1.6. Public Comment Time

No one addressed the board during Public Comment Time.

1.7. Approval of Minutes

Order #17014-Motion Passed: Motion to approve the minutes from the Work Session and Regular Meeting on October 9, 2023 passed with a motion by Stacie Higgins and a second by Lisa Chaney. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Rob Elson: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Brent Shanholtz: Yea
Yea: 8, Nay: 0, Absent: 1

1.8. Claims and Accounts

Order #17015-Motion Passed: Motion to approve the claims and accounts as presented passed with a motion by Jim Nemeec and a second by Stacie Higgins. Jim Nemeec reviewed the bills this month and found everything in order. Questions about a few expenditures were clarified and he noted some payments appeared to be high, but were for more than one month of service.

General Fund: \$263,786.76; Payroll Fund: \$1,233,413.16; Payroll Benefits Fund: \$205,039.43; School Nutrition Fund: \$168,996.35; Building Fund: \$12,353.37; OCPUF Fund: \$170,453.79; Depreciation Fund: \$194,902.00

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Rob Elson: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Brent Shanholtz: Yea
Yea: 8, Nay: 0, Absent: 1

1.9. Financial Report

Order #17016-Motion Passed: Motion to approve the financial report as presented with the current balance in the treasury being \$2,456,564.49 passed with a motion by Jim Nemeec and a second by Stacie Higgins. President Jim Nemeec gave a summary of the financial reports for the month. He shared that it is difficult to compare where we are this year to last year as the levy has decreased for the General Fund compared to years past. Also, expenditures are lower because ESSER funds and debt service payments are no longer reflected in the budget.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Rob Elson: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Brent Shanholtz: Yea
Yea: 8, Nay: 0, Absent: 1

2.0. Reports

2.1. Principal's Comments-“What’s Happening With THE PIONEERS!”

Board members shared their appreciation for the information in the reports from the Principals and all the good things that they and the staff are doing every day for students.

2.2. Committee Reports

2.2.1. Education, Americanism and Civics Committee

Don Loseke gave a report summarizing the Education, Americanism and Civics Committee Meeting highlighting information shared by Kate Sherwin regarding the upcoming accreditation timeline next spring that includes all buildings. In addition, Brian Hoover shared information about the Laude system of grading and the benefits of that system.

2.2.2. Building and Grounds Committee

Nick Schmitz gave a report summarizing the Building and Grounds Committee Meeting highlighting the presentation by Facility Advocates regarding information about facility repairs and improvements needed across the district and potential plans to consider. The committee thought it would be best to have them present to the whole board at the Regular Meeting. Jenny Gawart shared the monthly maintenance list.

2.2.3. Finance Committee

Brent Shanholtz gave a report summarizing the Finance Committee Meeting highlighting discussion about the financial impact of the possible facility maintenance repair and improvement plan options. Also, the insurance broker Alliant presented information about the services they could provide to the employees and the district. Mr. Fritch shared that the service of the current provider has been disappointing.

2.2.4. Policy Committee

Stacie Higgins gave a report summarizing the Policy Committee Meeting highlighting information shared by Jason Hippen regarding the preschool waiting list, the demand for OT/PT services across the district and his attendance at the SPED Law Conference. Policy work will be upcoming in the agenda.

3.0. Business

3.1. Policy

3.1.1. Policy Reviews

Administration and the Policy Committee recommended the review of the following policies:

- 4025-Superintendent
- 4027-Part-time Certified Employees
- 4028-Substitute Teachers
- 4038-Classified Staff Defined
- 4058-Confidentiality in Counseling and Guidance
- 6036-Reading Instruction and Intervention Services

3.1.2. Annual Review of Policy 4070 and 4070.R1, Early Voluntary Separation Agreement

The board performed an annual review of this policy and form. They will possibly need to take action at the December Regular Meeting.

3.1.3. Policy Repeal and Replace

Order #17017-Motion Passed: Motion to repeal Policy 6023-Relations with Non-Accredited Private or Home School Students and replace with Policy 5003-Admission of Part Time Students on first and final reading per legal counsel passed with a motion by Stacie Higgins and seconded by Lisa Chaney. Mr. Fritch explained that when Policy 5003 was adopted, as advised by legal counsel, it was meant to replace Policy 6023. This issue was identified in the regular policy review cycle.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Rob Elson: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Brent Shanholtz: Yea
Yea: 8, Nay: 0, Absent: 1

3.2. ESCO, Facility Advocates Update

Nathan Fritzer and Dave Raymond from Facility Advocates presented to the Board regarding the necessary HV/AC repairs and improvements needed across the district. Superintendent Fritch, Jenny Gawart and the Buildings and Grounds Committee has been working with them to create a list of top priority items that currently require a great deal of time to maintain. They presented a report to the Board that included plans for different levels of estimated expense to the district ranging between \$500,000 and \$2.5 million. In addition to the HV/AC projects, some of the proposals include the installation of LED lighting in all the buildings because of the energy cost savings. Possible funding sources are QCPUF funds, low interest energy loans and the Depreciation Fund.

3.3. Guiding Principles

Mr. Fritch asked the Board to review the Guiding Principle regarding District Resources-“Create a long-term plan with processes, decision making matrix”. Board guidance is needed because a simple matrix is not suitable with the age of the district’s equipment and the variable needs of maintenance and repair. There was discussion about how this Guiding Principle can assist them in the decision-making process. This included problem solving through the Buildings and Grounds Committee to identify priorities to be brought to the Board as a whole to problem solve and determine the best way to approach a solution. President Nemeec gave the directive for Mr. Fritch to explore funding options for the proposed projects presented by Facility Advocates.

3.4. District Resources; HVAC and Facility Improvements-Phase 3

Order #17018-Motion Passed: Motion to approve up to \$500,000 of HV/AC and facility improvements as presented by the district's ESCO, Facility Advocates passed with a motion by Jim Nemeec and seconded by Jeff Frields. Mr. Fritch indicated that most of the projects in this plan will require summer work. Committing to this plan now will give Facility Advocates time to order materials and schedule contractors earlier so they are ready to proceed at the end of this school year.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Rob Elson: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Brent Shanholtz: Yea
Yea: 8, Nay: 0, Absent: 1

DRAFT

3.5. Superintendent Evaluation

Per the Superintendent’s contract, he must notify the Board of Education in writing prior to the November board meeting of the Superintendent Evaluation to be an agenda item for the December regular board meeting. Mr. Fritch provided notice to all board members via email on October 31, 2023.

4.0. Superintendent’s Report

Mr. Fritch began his report with reminders regarding State Education Conference, the EPIC tax petition, and STANCE related topics.

4.1. Track Repair and Overcoat

Mr. Fritch has received two quotes for the repair and overcoat of the track surface at the High School. The Buildings and Grounds Committee recommends consulting local experts to inspect and possibly find the source of the track issues and wait for more information before proceeding with the project.

4.2. Transportation: First Group, School vehicles, routes, and activities

Mr. Fritch reports that transportation continues to be a challenge with the shortage of drivers. Sometimes the bussing schedule does not align with the activity leave times and extra drivers are needed. He has his CDL license and will proceed with getting approved to drive a school bus. He would be available to help transport students, if needed. In addition, the district will begin advertising for an Activity Van Driver that could help transport students to and from events as needed.

4.3. Certification of NCEA (Nebraska City Education Association)

The Nebraska City Education Association has notified the Board of Education of their desire to be Certified. They have begun the process and if approved by the CIR they would be permanently recognized as the sole collective bargaining unit for NCPS teachers. Steve Williams will assist the district with the process for a minimal fee.

4.4. School Website and R School

Mr. Fritch notified the Board that the district will be going from five individual building websites down to one site with landing pages for the entire district. Work has already begun to develop the new format that will be easier for the public to navigate and also to keep

information current. The district will also be moving from School Dude to R School to manage facility and transportation requests as well and work orders. Using R School will be more cost effective, efficient, user friendly and is already being successfully utilized to manage the activity calendar.

5.0. Executive Session

Order #17019-Motion Passed: Motion to go into Executive Session for a strategy session with respect to collective bargaining clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law passed with a motion by Jim Nemeec and a second by Lisa Chaney. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Rob Elson: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Brent Shanholtz: Yea
Yea: 8, Nay: 0, Absent: 1

The Board entered Executive Session at 7:50 PM.
The Board exited Executive Session at 8:20 PM.

6.0. Adjournment

Order #17020-Motion Passed: Motion to adjourn at 8:23 PM passed with a motion by Stacie Higgins and a second by Lisa Chaney. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
Don Loseke: Yea
Jeff Frields: Yea
Stacie Higgins: Yea
Rob Elson: Yea
Jim Nemeec: Yea
Nick Schmitz: Yea
Brent Shanholtz: Yea
Yea: 8, Nay: 0, Absent: 1

Submitted by
Mark Fritch, Secretary

DRAFT

Nebraska City News Press
901 S. 9th
(620) 504-9885 Ext. 2330

I, Dawn Schnepf, of lawful age, being duly sworn upon oath, deposes and says that I am the Publisher/Agent of Nebraska City News Press, a publication that is a "legal newspaper" as that phrase is defined for the city of Nebraska City, for the County of Otoe, in the state of Nebraska, that this affidavit is Page 1 of 1 with the full text of the sworn-to notice set forth on the pages that follow, and that the attachment hereto contains the correct copy of what was published in said legal newspaper in consecutive issues on the following dates:

PUBLICATION DATES:
Nov. 3, 2023

Notice ID: ah3O29eXnhW04oxM8TsX
Publisher ID: 1574460
Notice Name: Public Notice for Regular Meeting 11-13-23

PUBLICATION FEE: \$13.38

Dawn R. Schnepf

Publisher/Agent

VERIFICATION

STATE OF NEBRASKA
COUNTY OF OTOE

Signed or attested before me on this

9th day of November, A.D. 2023.

[Signature]

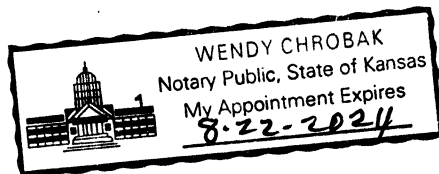
Notary Public

NOTICE OF MEETING
OTOE COUNTY SCHOOL
DISTRICT 111
IN THE STATE OF NEBRASKA

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00 o'clock P.M.**, November 13, 2023 at **Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent.

Mark Fritch
Superintendent of Schools
Published in the Nebraska City News Press on Friday, November 3, 2023.

1574460 ZNEZ





NOTICE OF REGULAR MEETING - NOVEMBER 13, 2023

Carla Zaroban

OCT 11, 2023

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00** o'clock P.M., November 13, 2023 at **Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent.

Mark Fritch

Nebraska City Public Schools

November 2023

Vendor Name	Description	Check Total
Checking Account ID	08 Fund Number	08 Building Fund
ARBOR BANK	LOAN PAYMENT	4,444.37
CONCRETE INDUSTRIES, INC.	RAMP AT HS	410.30
Fund Number	08	<u>4,854.67</u>
Checking Account ID	08	<u>4,854.67</u>
Checking Account ID	09 Fund Number	09 QCPUF Fund
BOK FINANCIAL	BOND PAYMENT	65,708.00
Fund Number	09	<u>65,708.00</u>
Checking Account ID	09	<u>65,708.00</u>
Checking Account ID	1 Fund Number	01 General Fund
A-1 LOCKSMITH	DOOR LOCK REPAIR	500.00
ALBIREO ENERGY LLC	HVAC SOFTWARE	1,870.00
AMAZON CAPITAL SERVICES	MISC CHARGES	625.14
AMERICAN RECYCLING AND SANITATION	TRASH SERVICE	2,438.50
BOHL PLUMBING	PLUMBING REPAIRS	523.92
CAPITAL BUSINESS SYSTEMS	COPY OVERAGE	218.74
CAPITAL ONE	MISC CHARGES	837.40
CARD SERVICES	MISC CHARGES	945.52
COLUMN SOFTWARE PBC	PUBLIC NOTICES	153.77
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	267.63
DOUGLAS TIRE	TIRES AND VEHICLE REPAIRS	801.87
ESU #4	CONTRACTED SERVICES	16,300.25
ESU#7	AFTER SCHOOL CLUBS	810.00
FBG SERVICE CORPORATION	NOV SERVICES	28,884.00
FIRST CLASS FLOWERS	STAFF FUNERAL	40.00
GRAINGER	MAINT SUPPLIES	652.65
HENRY MOTORS SERVICE CENTER	09 VAN REPAIRS	60.00
HOLIDAY INN KEARNEY	LODGING	124.95
Home Depot Pro	CUSTODIAL SUPPLIES	5,018.97
J.F. AHERN CO.	ALARM INSPECTIONS	1,724.00
JENNA HENRICHS	CONTRACTED SERVICES	5,642.81
JOHNSON CONTROLS FIRE PROTECTION LP	FIRE PANEL MONITORING	1,300.43
JUDY GOERING	NS CLUB SUPPLIES	85.92
KARRON B JOHNSON	CONTRACTED SERVICES	1,566.00

KB INTERPRETING	CONTRACTED SERVICES	3,501.00
KSB SCHOOL LAW, PC, LLO	LEGAL SERVICES	385.00
L'HEUREUX SNOW REMOVAL	11/26 REMOVAL	1,275.00
LARSON MOTORS INC.	SNOW PLOW	235.00
LINCOLN PUBLIC SCHOOLS	MARCHING BAND INVITE	180.00
LUNCHTIME SOLUTIONS, INC.	PREK SNACKS	916.48
MADISON NATIONAL LIFE	NOV CLASSIFIED LTD	506.42
MEAD LUMBER	SHOP SUPPLIES	506.52
MENARDS SOUTH	MAINT SUPPLIES	461.66
MULLENAX AUTO SUPPLY	VEHICLE REPAIRS	698.02
MUSICIAN'S FRIEND	CHOIR SUPPLIES	29.99
NCSPEARSON	TESTING PROTOCOLS	276.13
NEBRASKA CITY NEWS PRESS INC	SUBSCRIPTION RENEWAL	69.00
NEBRASKA CITY UTILITIES	OCT UTILITIES	46,074.10
O'REILLY AUTO PARTS	VEHICLE REPAIRS	539.68
ONE SOURCE	BACKGROUND CHECKS	169.00
OTOE COUNTY SHERIFF'S OFFICE	2021 NISSAN VAN INSPECTION	10.00
PAPER TIGER SHREDDING, INC.	SHREDDING SERVICE	62.00
PAYROLL ACCOUNT-NC PUBLIC SCH	NOV 2023 PAYROLL	1,234,975.08
PERU STATE COLLEGE	CHORAL ENTRY	250.00
PURCHASE POWER	POSTAGE	1,005.00
REGION V SERVICES	CONTRACTED SERVICES	1,399.37
RIVER VIEW PEST CONTROL, INC.	PEST CONTROL	350.00
RIVERSIDE CONSTRUCTION INC	HS ART ROOM REPAIRS	426.00
SARAH ROBERTS	CONTRACTED SERVICES	6,810.07
SCHMIDT SPEECH LANGUAGE PATHOLOGY	CONTRACTED SERVICES	6,474.15
SOUTHARD'S AUTOBODY REPAIR	2014 VAN REPAIR DEDUCTIBLE	500.00
TK ELEVATOR CORPORATION	SERVICE CONTRACT	937.04
TRI-STATE RENTAL	COMPRESSOR RENTAL	110.00
UNITE PRIVATE NETWORKS	NETWORK CHARGES	712.51
VAN DIEST SUPPLY COMPANY	FERTILIZER	771.90
VERIZON WIRELESS	CELL PHONE	689.08
VOSS LIGHTING	LIGHT BULBS	776.16
VOYAGER FLEET SYSTEMS	FUEL CHARGES	6,229.19
WESTLAKE ACE HARDWARE	MAINT SUPPLIES	662.81
WEX BANK	FUEL CHARGES	992.59
WINDSTREAM	PHONE	1,057.08
ZULTYS INC	PHONE	4,164.22

Fund Number	01			<u>1,396,579.72</u>
Checking Account ID	1			<u>1,396,579.72</u>
Checking Account ID	2	Fund Number	01	<u>General Fund</u>
AMERICAN FIDELITY		NOV LIFE AND SUPPLEMENTAL		3,509.46
BLUE CROSS BLUE SHIELD		NOV HEALTH AND DENTAL		199,681.45
MADISON NATIONAL LIFE		LIFE INS		1,715.08
VSP, INC		VISION INS		1,513.09
Fund Number	01			<u>206,419.08</u>
Checking Account ID	2			<u>206,419.08</u>
Checking Account ID	6	Fund Number	06	<u>School Nutrition</u>
GOODWIN TUCKER		EQUIPMENT REPAIRS		3,043.48
Fund Number	06			<u>3,043.48</u>
Checking Account ID	6			<u>3,043.48</u>
Checking Account ID	7	Fund Number	07	<u>Bond Fund</u>
BOK FINANCIAL		BOND PAYMENT		1,372,932.50
Fund Number	07			<u>1,372,932.50</u>
Checking Account ID	7			<u>1,372,932.50</u>

Nebraska City Public Schools
November 2023
Summary Financial Report

General Fund

The General Fund finances all facets of services rendered by the school district including payroll, benefits, equipment, supplies, insurance, building occupancy, contracted services, and other daily functions and operations of the district. The tax levy for this fund is restricted to \$1.05 plus qualified exclusions. The approved General Fund levy for 2023-24 .891644

Balance Forward	2,104,909.83
Revenue	672,711.72
Expenses	<u>1,396,579.72</u>
Balance	1,381,041.83

Building Fund

The Building Fund is used to acquire or improve sites and/or to erect, alter or improve buildings. The sale of bonds, the sale of property, or tax receipts will be the primary sources of revenue for the Special Building Fund. Regardless of the source of money to be used for building construction and related costs, all income for the purposes of this fund shall be accountable through this fund. The tax levy for this fund falls under the \$1.05 levy limit and is further restricted to \$0.14 with local board approval or \$0.175 following a vote of the people for a term not to exceed ten years. The approved Building Fund levy for 2023-24 .060363

Balance Forward	178,040.71
Revenue	1,559.57
Expenses	<u>4,854.67</u>
Balance	174,745.61

QCPUF Fund

A Qualified Capital Purpose Undertaking Fund (QCPUF) may be established for the removal of environmental hazards, the reduction or elimination of accessibility barriers in school district buildings, modifications for life safety code violations, life safety hazards, and mold abatement and prevention projects for existing facilities only. General Fund expenditures for the purpose of this fund are not allowable. Effective April 19, 2016, the tax levy for this fund is restricted to \$0.03. The tax levy for QCPUF projects in place prior to April 19, 2016, remains at \$0.052. The levy may exceed the \$0.03 levy limit if the valuation has decreased from the last year bonds were issued and the bond principal and interest obligation cannot be met. Tax levies cannot exceed ten years for each project. The approved QCPUF levy for 2023-24 .022291

Balance Forward	213,151.19
Revenue	4,348.67
Expenses	<u>65,708.00</u>
Balance	151,791.86

Cooperative Fund

The Cooperative Fund may be used by the school district acting as the fiscal agent for any cooperative activity between one or more public agencies. All school districts, including the school district acting as the fiscal agent, shall show the payment for services to the cooperative in their General Fund. Nebraska City Public Schools utilized the Cooperative Fund to receipt and disburse funds received Technology Bonds. Those funds are no longer available to be accessed or used.

Balance Forward	13,995.81
Revenue	1.15
Expenses	<u>0.00</u>
Balance	13,996.96

Depreciation Fund

The purpose of the Depreciation Fund is to facilitate the eventual purchase of costly items by spreading replacement costs over a period of years in order to avoid a disproportionate tax effort in a single year to make the purchase. To allocate monies from the General Fund, a school district will transfer funds as an expense from the General Fund, and the Depreciation Fund will show the transfer as revenue from the General Fund. The school district must divide this fund into more than one account to allocate a portion of this fund for different valid purposes. The Depreciation Fund is a component of the General Fund.

Balance Forward	1,796,388.93
Revenue	305.63
Expenses	<u>0.00</u>
Balance	1,796,694.56

School Nutrition Fund

The School Nutrition Fund (formerly School Lunch Fund) is required to accommodate the financial activities of all Nutrition Programs operated by the school district. The School Nutrition Fund shall reflect a record of all revenues and expenditures incident to the operation of all Nutrition Programs. If a deficit is incurred in the operation, the deficiency shall be covered by funds transferred from the General Fund.

Balance Forward	411,833.37
Revenue	97,288.65
Expenses	<u>3,043.48</u>
Balance	506,078.54

Payroll Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from the General Fund on a monthly basis to cover monthly payroll, benefits, and associated expenses.

Balance Forward	42,226.08
Revenue	1,234,975.08
Expenses	<u>1,234,923.08</u>
Balance	42,278.08

Section 125 Account

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from individual employees’ monthly salary/wages to cover monthly employee-elected deductions for childcare and healthcare expenses.

Balance Forward	31,518.09
Revenue	3,655.14
Expenses	<u>3,652.50</u>
Balance	31,520.73

Meyer Memorial Fund

An internal account created for exclusive use by Nebraska City Public Schools. This fund, established by donations from the Meyer family, is used to fund scholarships.

Balance Forward	229,315.58
Revenue	3.05
Expenses	<u>0.00</u>
Balance	229,318.63

Bond Fund

The Bond Fund shall be used to record tax receipts, investment interest, and the payment of bond principal, interest, and other related costs (i.e., trustee fees). If the fund balance is not sufficient to meet interest or bond retirement payments from the Bond Fund, the General Fund shall be used for these payments. Revenue from a levy to retire bonds in any school district is retained in a separate fund by the county treasurer, the financial institution serving as a fiscal agent, or the school district. Funds shall be disbursed upon appropriate demand. All records of the transactions in this area shall be maintained in this fund. Proceeds from a bond issue shall be deposited into the Special Building Fund to be expended on the actual building project. The Bond Fund is a taxing fund and is not part of the \$1.05 cap. The tax levy for this fund is restricted for expenditures other than principal and interest on bonds. Proceeds from a bond issue shall be deposited into the Special Building Fund to be expended on the actual building project. The approved Bond Fund levy for 2023-24 .142913

Balance Forward	2,698,068.25
Revenue	21,540.57
Expenses	<u>1,372,932.50</u>
Balance	1,346,676.32

NEBRASKA CITY PUBLIC SCHOOLS 66-0111							23-24	22-23
GENERAL FUND MONTHLY FINANCIAL REPORT			REC'D MONTH	REC'D THRU:	REC'D THRU		% OF BUDGET TO	% OF BUDGET TO
	RECEIPTS:	BUDGETED	NOVEMBER	11/30/2023	11/30/22	DIFFERENCE	BE RECEIVED	BE RECEIVED
	LOCAL PROPERTY TAXES	9,550,000.00	114,338.82	2,642,874.12	2,665,013.33	(22,139.21)	72.33%	
	CARLINE TAX	10,000.00		2,052.97	1,761.10	291.87	79.47%	
	IN LIEU OF TAX, 5% GROSS	5,800.00				0.00	100.00%	
	MOTOR VEHICLE TAX	825,000.00	76,702.84	222,625.80	198,596.13	24,029.67	73.02%	
	PENALTIES AND INTEREST ON TAXES	0.00				0.00		
	TUITION FROM OTHER DISTRICTS-SPED	0.00				0.00		
	LOCAL LICENSE FEES, CITY	3,000.00	600.00	600.00	600.00	0.00	80.00%	
	RENTAL OF SCHOOL FACILITIES	2,000.00			30.00	(30.00)	100.00%	
	OTHER LOCAL REVENUE	1,500.00		1,177.55	1,367.54	(189.99)		
	COUNTY FINES & LICENSE FEES	140,000.00	15,824.81	38,364.63	39,986.50	(1,621.87)	72.60%	
	ESU RECEIPTS					0.00		
	OTHER COUNTY SOURCES	1,200.00				0.00		
	STATE AID	4,608,970.00	460,897.00	1,382,691.00	1,519,078.00	(136,387.00)	70.00%	
	SPECIAL EDUCATION PROGRAM	1,950,000.00				0.00	100.00%	
	SPECIAL EDUCATION TRANSP.	56,000.00				0.00	100.00%	
	HOMESTEAD EXEMPTION	280,000.00				0.00	100.00%	
	RELIEF TO PROPERTY TAXPAYERS	500,000.00				0.00	100.00%	
	PERSONAL PROPERTY TAX CREDIT	500.00				0.00		
	RAILROAD CREDIT					0.00		
	HIGH ABILITY LEARNERS	9,000.00		8,305.00	8,378.00	(73.00)	7.72%	
	RULE 4 TEXTBOOK LOAN	10,000.00				0.00	100.00%	
	PRO-RATE MOTOR VEHICLE	30,000.00	3,175.75	3,488.59	3,598.13	(109.54)	88.37%	
	STATE APPORTIONMENT	270,000.00				0.00	100.00%	
	IN LIEU OF SCHOOL LAND TAX					0.00		
32,741.00	STATE EARLY CHILDHOOD	101,000.00		5,278.00	7,106.00	(1,828.00)	94.77%	
41,917.62	PROJECT AWARE	265,000.00		23,920.56	99,366.96	(75,446.40)	90.97%	
108,474.00	TITLE I	400,000.00		27,520.00	49,113.00	(21,593.00)	93.12%	
	TITLE I, PART A NCLB IMPROV BASIC PRGM					0.00		
27,591.00	TITLE II PART A	50,200.00		802.00	1,156.00	(354.00)	98.40%	
114,871.00	IDEA BASE	375,000.00		14,743.00	6,634.00	8,109.00	96.07%	
8,403.00	IDEA PRESCHOOL BASE	8,400.00				0.00	100.00%	
19,009.00	IDEA NON PUBLIC	45,600.00				0.00	100.00%	
	IDEA PRESCHOOL BASE-ARP				1,689.00	(1,689.00)		
	IDEA BASE-ARP				8,060.00	(8,060.00)		
	IDEA NON PUBLIC -ARP					0.00		
	MEDICAID IN PUBLIC SCHOOLS					0.00		
	MAAPS RECEIPTS	40,000.00		8,997.84	12,936.20	(3,938.36)	77.51%	
	HOMELESS GRANT					0.00		
	ESSERS/CARES GRANT					0.00		
	ESSERS II	0.00			62,814.00	(62,814.00)		
164,240.00	ESSERS III	670,000.00		69,185.00	462,938.00	(393,753.00)	89.67%	
	N-SPDG GRANT					0.00		
54,634.00	TITLE IV, PART B, NCLB 21ST CENTURY	170,000.00	1,000.00	1,000.00	4,953.00	(3,953.00)	99.41%	
	SUMMER CLUB EXTENSION (6989)					0.00		
	CLUBS EXTENSION (6988)	40,000.00				0.00		
	LONG TERM LOAN-LOC	0.00				0.00		
	TAX ANTICIPATION NOTES	0.00				0.00		
	SALE OF BONDS					0.00		
	TRANSFERS FROM FUNDS					0.00		
	OTHER NON-REVENUE RECEIPTS					0.00		
	TOTAL WITHOUT INTERCOMPANY RECEIP	20,418,170.00	672,539.22	4,453,626.06	5,155,174.89	(701,548.83)	78.19%	76.71%
	NON PROGRAM RECEIPTS							
571,880.62	GRAND TOTAL	20,418,170.00	672,539.22	4,453,626.06	5,155,174.89			

			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	NOVEMBER	11/30/2023	11/30/2022	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	5,892,030.00	403,080.16	1,267,730.75	1,318,443.43	(50,712.68)	78.48%	
1115	CAREER ACADEMY					-		
1150	ELL	354,725.00	30,915.98	90,852.40	88,700.22	2,152.18	74.39%	
1160	POVERTY	2,181,130.00	182,075.80	549,802.57	547,803.64	1,998.93	74.79%	
1190	PRESCHOOL LOCAL FUNDS	198,150.00	16,687.37	51,860.34	36,337.61	15,522.73	73.83%	
1200	SPECIAL EDUCATION	2,865,850.00	225,628.86	654,869.38	657,977.16	(3,107.78)	77.15%	
1300	DRIVER'S ED/SUMMER SCHOOL	20,455.00				-	100.00%	
2120	GUIDANCE	126,800.00	9,907.96	30,242.92	47,119.01	(16,876.09)	76.15%	
2130	HEALTH/NURSE	102,625.00	7,875.72	24,673.05	25,084.76	(411.71)	75.96%	
2140	PSYCHOLOGY	275,400.00	25,260.16	82,673.75	51,241.16	31,432.59	69.98%	
2150	SPEECH/AUDIOLOGY	301,700.00	21,735.28	63,375.55	50,216.90	13,158.65	78.99%	
2160	OCCUPATIONAL THERAPY	400.00				-	100.00%	
2170	PHYSICAL THERAPY	49,500.00	5,642.81	15,997.89	4,752.21	11,245.68	67.68%	
2180	VISION	600.00	258.37	775.11		775.11	-29.19%	
2190	OTHER SUPPORT SERVICES	92,000.00	2,168.71	7,007.26	4,037.33	2,969.93	92.38%	
2212	CURRICULUM DIRECTOR	35,700.00	2,637.20	8,280.57	10,869.42	(2,588.85)	76.81%	
2214	STANDARDS DIRECTOR	1,700.00		550.00	200.00	350.00	67.65%	
2220	LIBRARY	210,055.00	16,605.55	53,147.79	48,041.40	5,106.39	74.70%	
2290	EARLY RETIREMENT	95,625.00		95,609.20	43,109.20	52,500.00	0.02%	
2310	SCHOOL BOARD	128,000.00	747.77	37,448.71	27,723.45	9,725.26	70.74%	
2320	SUPERINTENDENT	321,275.00	25,932.14	79,907.92	76,409.55	3,498.37	75.13%	
2410	PRINCIPALS	1,070,100.00	88,017.68	269,898.28	244,974.21	24,924.07	74.78%	
2510	BUSINESS OFFICE	238,100.00	17,278.27	55,070.58	57,835.67	(2,765.09)	76.87%	
2580	TECHNOLOGY	487,350.00	5,848.92	67,028.07	74,854.37	(7,826.30)	86.25%	
2610	PLANT OPERATION	1,120,500.00	84,614.41	421,480.09	376,783.83	44,696.26	62.38%	
2620	MAINTENANCE	1,240,850.00	51,495.12	170,743.84	192,066.93	(21,323.09)	86.24%	
2700	PUPIL TRANSPORTATION	485,150.00	11,771.25	84,821.63	148,486.45	(63,664.82)	82.52%	
3535	HIGH ABILITY LEARNERS	5,920.00	421.75	1,265.29	1,283.43	(18.14)	78.63%	
3540	STATE EARLY CHILDHOOD	104,835.00	8,712.53	26,000.90	21,663.58	4,337.32	75.20%	
3590	PROJECT AWARE	236,575.00	6,544.10	18,948.78	55,124.20	(36,175.42)	91.99%	
3599	TEXTBOOK LOAN	20,000.00				-	100.00%	
5000	DEBT SERVICES	0.00			350,000.00	(350,000.00)		
6200	TITLE I	377,675.00	26,233.70	80,954.41	83,994.43	(3,040.02)	78.57%	
6310	TITLE II PART A	125,860.00	8,629.19	27,302.48	1,819.51	25,482.97	78.31%	
6406	IDEA PART B PRESCHOOL	8,403.00		10,586.67	8,148.26	2,438.41	-25.99%	
6408	IDEA BASE/ENROLLMENT/POVERTY	403,700.00	36,519.79	114,871.81	115,953.67	(1,081.86)	71.55%	
6412	NON-PUBLIC SPED	45,589.00	6,625.62	19,009.44	2,057.01	16,952.43	58.30%	
6422	IDEA PRESCHOOL-ARP	0.00				-		
6421	IDEA BASE-ARP	0.00				-		
6423	IDEA NON PUBLIC -ARP	0.00				-		
6700	PERKINS	0.00			738.33	(738.33)		
6968	TITLE IV, PART B, NCLB 21ST CENTURY	208,180.00	25,002.20	54,494.52	46,427.57	8,066.95	73.82%	
6988	EXTENDED CLUBS	25,000.00			599.90	(599.90)	100.00%	
6989	SUMMER CLUBS	40,000.00			4,613.91	(4,613.91)	100.00%	
6994	HOMELESS GRANT							
6996	ESSERS/CARES GRANT	0.00				-		
6997	ESSERS II	0.00			76,307.59	(76,307.59)		
6998	ESSERS III	666,668.00	41,532.85	126,996.56	465,913.65	(338,917.09)		
	SUBTOTAL	20,164,175.00	1,396,407.22	4,664,278.51	5,367,712.95	(703,434.44)	76.87%	75.74%
	TRANSFER TO FUND							
	TOTAL DISBURSEMENTS:	20,164,175.00	1,396,407.22	4,664,278.51	5,367,712.95			

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2023 - 11/2023

Regular; Beginning Month 11/2023; Processing Month 11/2023; Accounts to Include Accounts with Activity; Fund Balance Account 139 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0001	VARSITY FOOTBALL BALANCE	9,183.69	2,106.88	0.00	0.00	7,076.81
05 704 0002	9TH FOOTBALL BALANCE	(2,266.00)	42.00	0.00	0.00	(2,308.00)
05 704 0003	7-8 FOOTBALL BALANCE	735.25	824.95	0.00	0.00	(89.70)
05 704 0004	VARSITY BBB BALANCE	(2,260.00)	160.00	0.00	0.00	(2,420.00)
05 704 0007	7-8 BBB BALANCE	0.00	720.00	730.90	0.00	10.90
05 704 0008	VARSITY B TRACK BALANCE	35.00	379.00	0.00	0.00	(344.00)
05 704 0009	NC INVITATIONAL TRACK BALANCE	4,698.31	0.00	0.00	0.00	4,698.31
05 704 0010	TRAVELING GIRLS BB BALANCE	4,217.90	0.00	0.00	0.00	4,217.90
05 704 0014	CROSS COUNTRY BALANCE	(873.98)	1,640.25	110.00	0.00	(2,404.23)
05 704 0015	VARSITY GIRLS TRACK BALANCE	0.00	351.00	0.00	0.00	(351.00)
05 704 0016	VARSITY GBB BALANCE	(2,260.00)	160.00	0.00	0.00	(2,420.00)
05 704 0018	VARSITY VOLLEYBALL BALANCE	1,420.00	1,543.88	0.00	0.00	(123.88)
05 704 0019	9TH VOLLEYBALL BALANCE	109.00	0.00	0.00	0.00	109.00
05 704 0020	7-8 VOLLEYBALL BALANCE	1,562.05	0.00	0.00	0.00	1,562.05
05 704 0021	BOYS TENNIS BALANCE	418.57	212.23	0.00	0.00	206.34
05 704 0022	GIRLS TENNIS BALANCE	(324.00)	0.00	0.00	0.00	(324.00)
05 704 0023	UNIFIED ACTIVITIES	250.00	0.00	556.00	0.00	806.00
05 704 0025	FFA BALANCE	10,459.50	1,195.98	1,000.00	0.00	10,263.52
05 704 0026	FCCLA BALANCE	(2,650.13)	0.00	0.00	0.00	(2,650.13)
05 704 0027	PIONNER YOUTH BOYS BASKETBALL BALANCE	3,773.69	0.00	0.00	0.00	3,773.69
05 704 0028	NS BOOK FUND BALANCE	(1,391.32)	138.53	18.95	0.00	(1,510.90)
05 704 0029	SINGERS BALANCE	597.97	0.00	0.00	0.00	597.97
05 704 0030	MUSICAL BALANCE	8,078.53	0.00	0.00	0.00	8,078.53
05 704 0031	DECA BALANCE	147.16	0.00	0.00	0.00	147.16
05 704 0032	MS CONCESSIONS BALANCE	1,666.83	1,064.89	913.55	0.00	1,515.49
05 704 0033	FBLA BALANCE	4,013.01	155.80	0.00	0.00	3,857.21
05 704 0034	HS POP MONEY BALANCE	14.16	0.00	0.00	0.00	14.16
05 704 0035	MS POP BALANCE	2,595.07	0.00	62.00	0.00	2,657.07
05 704 0036	HS BAND RESALE BALANCE	686.65	37.80	0.00	0.00	648.85
05 704 0037	MS BAND RESALE BALANCE	2,523.30	0.00	0.00	0.00	2,523.30
05 704 0038	MS WRESTLING CLUB BALANCE	3,096.41	0.00	0.00	0.00	3,096.41
05 704 0039	PIONEER FOOTBALL BALANCE	7,826.14	725.00	0.00	0.00	7,101.14
05 704 0040	WEIGHTLIFTING BALANCE	226.95	0.00	0.00	0.00	226.95
05 704 0041	MS TRACK CLUB BALANCE	483.77	0.00	0.00	0.00	483.77
05 704 0042	CHILDRENS CHOIR BALANCE	275.71	0.00	0.00	0.00	275.71
05 704 0043	HW BOOK FUND BALANCE	1,502.44	0.00	0.00	0.00	1,502.44

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2023 - 11/2023

Regular; Beginning Month 11/2023; Processing Month 11/2023; Accounts to Include Accounts with Activity; Fund Balance Account 139 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0044	WRESTLING MATMAIDS BALANCE	322.14	0.00	0.00	0.00	322.14
05 704 0045	CHEERLEADERS BALANCE	1,215.14	282.30	0.00	0.00	932.84
05 704 0046	CLASS OF 2023 BALANCE	957.95	0.00	0.00	0.00	957.95
05 704 0048	SPEECH CONTEST BALANCE	3,016.03	0.00	0.00	0.00	3,016.03
05 704 0049	DRAMA ACTIVITY BALANCE	2,017.35	0.00	650.00	0.00	2,667.35
05 704 0050	MS STUDENT COUNCIL BALANCE	10,639.21	365.42	111.00	0.00	10,384.79
05 704 0051	HS STUDENT COUNCIL BALANCE	2,780.83	0.00	0.00	0.00	2,780.83
05 704 0052	JOURNALISM BALANCE	14,493.55	5,484.27	670.00	0.00	9,679.28
05 704 0053	BIG MAC MATH BALANCE	4,027.08	649.00	0.00	0.00	3,378.08
05 704 0054	ART CLUB BALANCE	1,545.81	0.00	0.00	0.00	1,545.81
05 704 0055	CONSTRUCTION CLASS BALANCE	2.91	0.00	0.00	0.00	2.91
05 704 0056	NATIONAL HONOR SOCIETY BALANCE	(252.05)	385.00	0.00	0.00	(637.05)
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	7,332.26	371.51	0.00	0.00	6,960.75
05 704 0058	HS BAND ACTIVITY BALANCE	729.25	0.00	0.00	0.00	729.25
05 704 0059	6TH GRADE BAND BALANCE	(985.68)	0.00	0.00	0.00	(985.68)
05 704 0060	HS BOOK SALES BALANCE	4,301.27	0.00	0.00	0.00	4,301.27
05 704 0061	HS SCIENCE GRANT BALANCE	2.02	0.00	0.00	0.00	2.02
05 704 0062	HS QUIZ BOWL BALANCE	(300.00)	0.00	0.00	0.00	(300.00)
05 704 0064	HS SCIENCE CLUB BALANCE	827.76	0.00	0.00	0.00	827.76
05 704 0065	HS COLOR GUARD BALANCE	(2,076.08)	401.65	0.00	0.00	(2,477.73)
05 704 0066	HS METALS BALANCE	4.82	0.00	0.00	0.00	4.82
05 704 0067	MS HOME EC. LAB BALANCE	50.03	0.00	0.00	0.00	50.03
05 704 0068	HS CONCESSIONS BALANCE	22,066.03	5,168.11	0.00	0.00	16,897.92
05 704 0069	PRECORDERS BALANCE	231.22	0.00	0.00	0.00	231.22
05 704 0070	VARSITY CLUB BALANCE	26,074.94	600.00	0.00	0.00	25,474.94
05 704 0071	WELLNESS BALANCE	6,683.96	0.00	0.00	0.00	6,683.96
05 704 0072	DRIVER EDUCATION BALANCE	11,406.67	0.00	0.00	0.00	11,406.67
05 704 0073	MS SHOP ACTIVITY BALANCE	1,843.03	0.00	0.00	0.00	1,843.03
05 704 0077	HS GOLF FUNDRAISING	500.00	0.00	0.00	0.00	500.00
05 704 0078	HS WRESTLING FUNDRAISER	336.00	0.00	0.00	0.00	336.00
05 704 0079	HORTICULTURE BALANCE	603.27	0.00	0.00	0.00	603.27
05 704 0082	MS PRIDE BALANCE	1,027.63	0.00	0.00	0.00	1,027.63
05 704 0083	ATHLETIC TRAINER SUPPLIES BALANCE	(244.43)	0.00	0.00	0.00	(244.43)
05 704 0085	HW PURPLE JAM BALANCE	500.32	0.00	0.00	0.00	500.32
05 704 0086	SUMMER SB LEAGUE BALANCE	(16.75)	0.00	0.00	0.00	(16.75)
05 704 0087	HAYWARD FUNDRAISER BALANCE	3,444.34	360.00	0.00	0.00	3,084.34

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2023 - 11/2023

Regular; Beginning Month 11/2023; Processing Month 11/2023; Accounts to Include Accounts with Activity; Fund Balance Account 139 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0088	MS BOOK SALES BALANCE	(731.94)	0.00	0.00	0.00	(731.94)
05 704 0090	VOLLEYBALL CLUB BALANCE	3,863.76	293.72	180.00	0.00	3,750.04
05 704 0091	GIRLS SOCCER CLUB BALANCE	2,091.95	0.00	0.00	0.00	2,091.95
05 704 0092	CLASS OF 2024 BALANCE	689.28	0.00	0.00	0.00	689.28
05 704 0094	HS SHOP RESALE BALANCE	62.77	0.00	0.00	0.00	62.77
05 704 0095	HS ENGLISH BALANCE	291.86	0.00	0.00	0.00	291.86
05 704 0096	PIONEER PERKS BALANCE	585.13	0.00	0.00	0.00	585.13
05 704 0097	NS FUNDRAISER BALANCE	3,460.30	0.00	680.00	0.00	4,140.30
05 704 0098	BBB SUMMER LEAGUE BALANCE	4,757.87	0.00	0.00	0.00	4,757.87
05 704 0099	DISTRICT WELLNESS BALANCE	10,247.68	0.00	0.00	0.00	10,247.68
05 704 0100	HW DARE BALANCE	79.52	0.00	0.00	0.00	79.52
05 704 0101	PIONEER CROSS COUNTRY BALANCE	831.98	0.00	0.00	0.00	831.98
05 704 0103	DISTRICT II MUSIC CONTEST BALANCE	281.25	0.00	0.00	0.00	281.25
05 704 0104	HS SCIENCE SCHOLARSHIP BALANCE	451.51	0.00	0.00	0.00	451.51
05 704 0105	B&G SOCCER BALANCE	(2,260.00)	1,399.88	0.00	0.00	(3,659.88)
05 704 0106	BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	0.00	(219.34)
05 704 0107	GIRLS GOLF BALANCE	143.81	1,656.85	0.00	0.00	(1,513.04)
05 704 0108	EXPRESSIONS BALANCE	4,483.93	0.00	0.00	0.00	4,483.93
05 704 0109	FB JERSEYS BALANCE	60.83	0.00	0.00	0.00	60.83
05 704 0110	MS VOCAL BALANCE	190.00	0.00	0.00	0.00	190.00
05 704 0111	HS SPED BALANCE	1,089.87	0.00	0.00	0.00	1,089.87
05 704 0112	SUMMER GBB BALANCE	2,443.87	308.29	0.00	0.00	2,135.58
05 704 0115	GIRLS TENNIS CLUB BALANCE	(763.64)	0.00	0.00	0.00	(763.64)
05 704 0116	STUDENT FEE DONATION BALANCE	707.00	0.00	0.00	0.00	707.00
05 704 0117	BOYS SOCCER CLUB BALANCE	2,674.93	0.00	0.00	0.00	2,674.93
05 704 0118	Girls Wrestling Club Balance	13,650.37	0.00	380.00	0.00	14,030.37
05 704 0119	WASHINGTON TRIP BALANCE	789.49	0.00	0.00	0.00	789.49
05 704 0121	CLASS OF 2022 BALANCE	617.82	0.00	0.00	0.00	617.82
05 704 0123	SOFTBALL BALANCE	2,725.00	918.33	0.00	0.00	1,806.67
05 704 0124	CD/INTEREST BALANCE	(14,874.38)	0.00	374.91	0.00	(14,499.47)
05 704 0125	BASEBALL BALANCE	(3,507.63)	2,850.61	0.00	0.00	(6,358.24)
05 704 0126	MUSIC TRIP BALANCE	1,207.70	0.00	0.00	0.00	1,207.70
05 704 0127	HAL BALANCE	370.46	0.00	0.00	0.00	370.46
05 704 0128	BASEBALL CLUB BALANCE	328.80	0.00	0.00	0.00	328.80
05 704 0129	CAREER & HUMAN DEVELOPMENT BALANCE	2.00	0.00	0.00	0.00	2.00
05 704 0130	HS SOUND SYSTEM BALANCE	846.25	0.00	0.00	0.00	846.25

Activity Fund Balance Report - Summary - Exclude Encumbrances

11/2023 - 11/2023

Regular; Beginning Month 11/2023; Processing Month 11/2023; Accounts to Include Accounts with Activity; Fund Balance Account 139 Records Selected; Fund Number 05

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0131	SUMMER SCHOOL BALANCE	4,007.88	0.00	0.00	0.00	4,007.88
05 704 0132	HS ART FEES BALANCE	4,658.10	0.00	0.00	0.00	4,658.10
05 704 0133	HS SPANISH FEES BALANCE	266.73	0.00	0.00	0.00	266.73
05 704 0134	MS FCS BALANCE	796.47	0.00	0.00	0.00	796.47
05 704 0135	MS ART FEES BALANCE	3,265.86	0.00	0.00	0.00	3,265.86
05 704 0136	MS IT FEES BALANCE	5,218.82	0.00	0.00	0.00	5,218.82
05 704 0137	HS FOOD FEES BALANCE	1,946.65	0.00	19.99	0.00	1,966.64
05 704 0138	COLLEGE TUITION FEES BALANCE	735.17	0.00	0.00	0.00	735.17
05 704 0139	CONSUMER MATH SCHOLARSHIP BALANCE	1,654.00	0.00	0.00	0.00	1,654.00
05 704 0140	Education Quest	7,012.53	955.92	0.00	0.00	6,056.61
05 704 0141	CO BALANCE	12,165.18	0.00	0.00	0.00	12,165.18
05 704 0144	PIONEER PETE BALANCE	2,945.82	0.00	0.00	0.00	2,945.82
05 704 0145	HS TRACK CLUB BALANCE	469.28	0.00	0.00	0.00	469.28
05 704 0148	NAT'L JR. HONOR SOCIETY BALANCE	1,529.86	152.47	0.00	0.00	1,377.39
05 704 0150	MS VOLLEYBALL CLUB BALANCE	872.03	0.00	0.00	0.00	872.03
05 704 0152	ACTIVITY ADMIN. BALANCE	3,395.31	0.00	0.00	0.00	3,395.31
05 704 0153	ROBOTICS BALANCE	(3.64)	0.00	0.00	0.00	(3.64)
05 704 0154	DISTRICT VOLLEYBALL BALANCE	0.00	0.00	40.34	0.00	40.34
05 704 0155	MS ROBOTICS BALANCE	2,341.80	0.00	0.00	0.00	2,341.80
05 704 0157	TECHNOLOGY BALANCE	37,861.94	242.82	0.00	0.00	37,619.12
05 704 0158	MS LIFE SKILLS BALANCE	3,089.44	0.00	155.75	0.00	3,245.19
05 704 0159	CA CONSTRUCTION BALANCE	6,950.66	0.00	0.00	0.00	6,950.66
05 704 0160	CLASS OF 2025 BALANCE	958.82	0.00	0.00	0.00	958.82
05 704 0161	CA WELDING BALANCE	752.27	0.00	0.00	0.00	752.27
05 704 0162	CA-INFORMATION TECHNOLOGY BALANCE	(366.61)	0.00	0.00	0.00	(366.61)
05 704 0163	YOUTH TENNIS CLUB BALANCE	548.30	0.00	0.00	0.00	548.30
05 704 0164	JAG BALANCE	431.61	0.00	0.00	0.00	431.61
05 704 0165	ESPORTS BALANCE	1,251.36	254.41	0.00	0.00	996.95
05 704 0166	TURF AND DIRT BALANCE	0.00	0.00	350.00	0.00	350.00
Fund Total: 05		326,105.16	34,558.75	7,003.39	0.00	298,549.80

[1] these numbers here match column F in the 2022-2023 Data Enrollment sheet

		12/1/2023	Board Meeting Mileage Sheet								
DATE											
PURCHASED	YEAR	TRADE NAME	STYLE	NUMBER	BODY TYPE	CAPACITY	VEHICLE ID#	CYLINDERS	COST	LICENSE #	MILEAGE
11/19/2007	2007	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L27DA62220	8	19549	53028	198459
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	GNDV23107D159355	6	15570	51495	179299
8/12/2008	2004	CHEVY	PICKUP	SILVER	HEAVY DUTY	6	1GCHK23G64F153924	8	14880	44965	209173
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	21000	58436	136810
7/20/2009	2008	CHEVY	VAN	WHITE	UPLANDER LS	7	GNDV23118D104608	6	15926	55997	168283
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	GNDV23128D130117	6	15926	51678	192602
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	9014	51494	111458
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	22249	53021	83340
7/29/2011	2000	FORD	VAN	WHITE	ECONOLINE	2	4FTRE1422YHB91542	6	5480	55989	469638
11/16/2011	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG5BR626494	6	17500	56539	128424
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	17500	56540	177345
12/17/2021	2016	CHEVY	SPED BUS	YELLOW	MICRO BIRD	13	1GB3G3BG5F1127886	8		60892	78041
4/25/2022	2014	DODGE VAN	VAN	NAVY	GRAND CARAVAN	6	2C4RDGBG4ER353286	6		60384	84157
6/2022	2019	DODGE VAN (SPED)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGBG6HR735999	6		60884	39501
5/2022	2013	CHEVY VAN	VAN	WHITE	EXPRESS	10	1GAWGPFA7D1176079	6		60382	35128
12/2022	2019	DODGE VAN (Activity)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGEG1KR739509	6		60890	78990
11/1/2023		NISSAN VAN	VAN	SILVER		10		6			57082
11/2023	2023	CHEVY	TRUCK	WHITE	2500 HD	3	1GC0YLE70PF209343	8		60898	11171

NCPS Board of Education Report
Northside Elementary
December 11, 2023

Strategies for 1 - High-Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- Staff were introduced to our updated SAT process. We reviewed how students might qualify for a SAT (Student Assistance Team), what the steps are to start a SAT, and how to follow up.
- Dr Scanlin from Munroe Meyer presented to the staff on Function Based Thinking. Staff learned how to analyze the antecedent, behavior, and consequence when a student is struggling with behaviors.

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- Teachers helped students celebrate Thanksgiving with activities in their classrooms.
- Students are encouraged to bring in canned goods in December. If they bring in a canned good, they get to put an ornament on our Christmas tree.

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- Staff worked through math training with Dr Gossman from ESU 4. The focus was on productive struggle and the new math tool we will use to analyze our K-5 math program.

Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency


- We have worked to communicate with parents through facebook, thrillshare, and paper copies sent home in their backpacks.

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

- We had a paraeducator quit at the end of November.

Hayward Board Report

Dec. 11, 2023

Guiding Principle 1	High Quality Instruction and Learning Expectations
	<ul style="list-style-type: none">● K-5 Math PD on 11-27-23● 3-5 Math PD- SuccessMaker 12-13-23● Anita Archer- New Teachers
Guiding Principle 2	Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence
	<ul style="list-style-type: none">● Purple Jam 11-29-23● HW Heroes- Cristofer Hopper & Raelyn Childers● Respect is our Col. Character focus for November● Lunchroom Expectations is our behavior focus 
Guiding Principle 3	Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches
	<ul style="list-style-type: none">● 3rd Grade- Field Trip to Peru St.- Brain Quest● 4th- Public Library

Guiding Principle 4	Communication and Stakeholder Engagement; Communication, Engagement, and Transparency
	<ul style="list-style-type: none">• Edge 3rd grade food can drive• Edge 5th grade Money Managers
Guiding Principle 5	District Resources; Budget, Facilities, and Staffing

NCPS Board of Education Report
Nebraska City Middle School
December 11th, 2023

Strategies for 1 - High-Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- The Middle School continues to work with the Exact Path program. Grade-level teams have been working with students and using incentives to promote the program. Since beginning the program at the end of September students have been working on the program for over 863 hours and have earned 1,066 trophies. Trophies are earned when a student masters a new skill. Research has shown that for every 8 skills mastered by a student that will show improvement on assessments by one standard deviation.

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- Peru State College students observed NCMS teachers on Monday, November, 20th. They were then also able to work with students one-on-one. We appreciate our partnership with Peru State College.
- NCMS staff continues to conduct professional development around our student experience. Staff focused on Tier II interventions in November. Tier II interventions are those that are provided to students that need a little extra help in academics, social-emotional, or behavior. Staff updated and refined Tier II supports, decision rules, and procedures. The goal is to revisit and update these as part of our On-Track program at least 2 times per year.

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- The Middle School will start conducting our Winter MAPS assessments over the next few weeks. This is a great opportunity for our students to show what they know and how they've grown over the 1st semester. We will also compare our Exact Path progress to MAPS growth as part of our program evaluation.
- The MS Math department has been working with Mrs. Sherwin to start the process of looking at adoption of our next Math resource. Staff have met two times so far to create a vision and start the initial processes of looking at potential resources.
- The Nebraska School Counselor Association (NSCA) announced recipients of their awards. NSCA honors exemplary school counselor professionals who are advocates for their students, helping them achieve success in school and in life. Katie Meredith was named the 2023 Nebraska Middle School Counselor of the Year. In addition to a plaque

recognizing their accomplishments, each recipient was awarded a \$200 stipend. She will also be honored at a formal dinner celebration in February.

Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

- The Winter Band and Choir Concert is at 7:00 PM on Tuesday, December 12th. All are invited to attend at the Middle School.

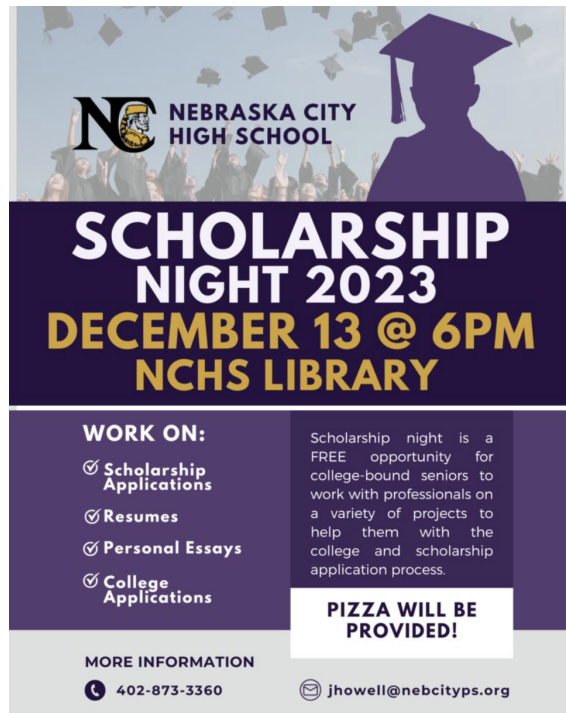
Strategies for 5 - District Resources; Budget, Facilities, and Staffing

- Current Enrollment (December 6th, 2023):
 - 6th Grade: 93 Students
 - 7th Grade: 100 Students
 - 8th Grade: 116 Students
 - Total Enrollment: 309 Students (-1 from August 2023 Enrollment)

NCPS Board of Education Report High School December 11th, 2023

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- Holiday Concert went very well on Sunday, December 10th with outstanding community support!
- Thank you for the early dismissal/PD day as our departments, leadership team, and SAT teams have had the opportunity to have structured conversations pertaining to specific students and complete self-assessments pertaining to Cognia.



NEBRASKA CITY HIGH SCHOOL

SCHOLARSHIP NIGHT 2023

DECEMBER 13 @ 6PM

NCHS LIBRARY

WORK ON:

- ✓ Scholarship Applications
- ✓ Resumes
- ✓ Personal Essays
- ✓ College Applications

Scholarship night is a FREE opportunity for college-bound seniors to work with professionals on a variety of projects to help them with the college and scholarship application process.

PIZZA WILL BE PROVIDED!

MORE INFORMATION

📞 402-873-3360 📧 jhowell@nebcityps.org

Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- Mariachi Zapata worked with NCHS band students and gave a great performance for select students. This was made possible by Arts Across Nebraska
- Nebraska Council of Economics Education:

TOP TEN HS FALL '23	
1	LINCOLN NORTHEAST ZZ50-FAGLER-\$117,653.60
2	SEWARD ZZ245-MILLER-\$116,221.50
3	NEBRASKA CITY ZZ264-MCNEELY-\$115,665.85
4	SEWARD ZZ249-MILLER-\$115,609.07
5	SEWARD ZZ250-MILLER-\$114,873.82
6	HASTINGS ZZ158-MARTINEZ-\$114,473.49
7	SEWARD ZZ248-MILLER-\$114,349.52
8	LINCOLN NORTHEAST AG4-DINNEEN-\$114,113.70
9	PLATTSMOUTH A17-SCHROEDER-\$114,079.25
10	PLATTSMOUTH A19-SCHROEDER-\$113,736.85

Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and

Approaches

- Finals will be held on December 18th, 19th, and 20th.
- JAG had Clifton Strengths information presented on December 7th.

Strategies for 4 - Communication and Stakeholder Engagement; Communication, Engagement, and Transparency

- Thank you to NCTC for their promotion of the FCCLA “Tour of Homes”!
- JAG students completed a college visit at the Southeast Community Learning Center in Nebraska City. The visit provided them with valuable insight into academic programs at Southeast and the educational opportunities in Nebraska City and surrounding communities. Cindy Meyer, the Coordinator, at SCC, spoke with students about their future careers during the visit. Following the visit, the students embarked on a tour of local businesses in the community. The students engaged in discussions with employers, got a glimpse into the world of owning your own business, and learned about the importance of creativity and strategic thinking.



Strategies for 5 - District Resources; Budget, Facilities, and Staffing

- Math Department has had two focused conversations on books to supplement the curriculum for upcoming years. Thank you to Mrs. Sherwin for organizing and running those meetings.

NCPS Board of Education Report

Middle School Activities

December 11th, 2023

Prepared by Dave Purdham

Strategies for 1 - High Quality Instruction and Learning Expectations; Programs, Experiences, and Approaches

- The Nebraska City Rec department has begun a series of basketball skills day camps for students 3-6th graders. The boys participate from 10:30-11:30am and the girls session is from 12:00-1:00pm. All camps are held at the middle school. Several high school students from both the boys and girls basketball programs have come to help demonstrate with the coaches. The dates for the sessions are December 2nd, 9th, 16th, and 30th leading up to the season starting in January. In the two sessions we have held so far we have had 45-50 boys and 25-30 girls participating.



Strategies for 2 - Culture, Connectedness, and Personnel Effectiveness; Expectations, Development, and Excellence

- There was some interest in having a morning before school weight training session with some of the middle school students. The group has grown from about five students to consistently 10-14 students on Monday, Wednesday, and Friday mornings from 7:15-7:45am. The group works on new skills, safety and spotting, and building/maintaining strength and conditioning while working as a team to build for the future.



Strategies for 3 - Whole Child Focused Learning; Curriculum, Instruction, Programs, Experience, and Approaches

- The Middle School Boys Basketball team is nearing the end of their season. They will participate in the Trailblazer Conference Tournament in Beatrice on Saturday, December 9. The Pioneer basketball team will enter the tournament as the 8th seed in the tournament. The Pioneers will go head to head with Wahoo middle school to start the tournament.



-
- The Pioneers will complete their basketball season with trips to Louisville on Monday, December 11th and the final game of the season in Falls City on Thursday, December 14th.

Strategies for 4 - Communication and Stakeholder Engagement: Communication, Engagement, and Transparency

- We hosted our annual Veteran's day program on November 13, 2023. The band program participated in the event as well as having Mr. Pellatz spoke to the students and community who came to the event. Fantastic performance by all students involved. Go Pioneers!



-

Strategies for 5 - District Resources; Budget, Facilities, and Staffing

-

2024

NASB LEGISLATIVE ISSUES CONFERENCE

JANUARY 21-22 - CORNHUSKER MARRIOTT LINCOLN



2024 REGISTRATION

TO REGISTER:

Go to <https://nasb.envisiams.com/> and log in using your email and password

If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.

\$20 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for each event are as follows:

- Sunday dinner and program \$60
- Conference Registration \$110
 - *On-Site Registration \$150

Registration Deadline - January 16, 2024

TO REST:

To reserve a hotel room visit www.NASBonline.org and navigate to the LIC page for a direct booking link. Deadline for hotel reservations is January 5, 2024.

TO REDEEM:

Awards of Achievement Points can be earned by attending these events

- 10 points = Sunday dinner and program
- 15 points = Legislative Issues Conference

SUGGESTED AUDIENCE:

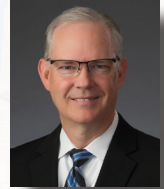
- School Board Members, Superintendents, ESU Administrators

2024 AGENDA

LEGISLATIVE ISSUES CONFERENCE - SUNDAY, JANUARY 21

6:00 PM

Reception, Dinner, and Program
Brian Maher, Commissioner of Education



Six months in, hear the new Commissioner's plans and initiatives for NDE in his first year, and how school boards can work more closely with the Department for future collaborations and continuity. There will be time for Q&A as well.

*Hospitality hosted by Northland, a First National of Nebraska Company
(formerly First National Capital Markets)*

LEGISLATIVE ISSUES CONFERENCE - MONDAY, JANUARY 22

8:00 AM

Registration

8:30 AM

Welcome and Introductions - Sandy Noffsinger, NASB President

- Governor Pillen
- Senators Ibach and Hughes - 2024 Temperature Check
- Senator Sanders - Engagement
- Senator Bostar - Revenue Committee
- Senator Conrad - Education Committee
- Senator Brewer - School Safety
- Bill Overview - Get a first hand look at everything that will have an impact on public education in Nebraska during this year's legislative session and beyond.

12:00 PM

Lunch with the Senators

1:30 PM

Adjournment

(SPEAKER LIST SUBJECT TO CHANGE)



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

NASBonline.org

Test Kitchens in Nebraska City

Mitch Novak will be taking on a new role with Lunchtime. Mitch has been promoted to Manager of Culinary Innovation.

This position is responsible for managing Lunchtime's culinary functions including:

- Menu development
- Creating new recipes for breakfast, lunch, and snacks
- Leading Lunchtime's culinary team to gain more innovative and creative ideas to add to our programs.
- Helping to structure creative promotions that drive student interest and get students excited to try new things.
- Collaborating to design food education materials to utilize in our schools and build participation in our program.

Lunchtime pleased to partner with the Nebraska City Schools in utilizing their kitchen facilities as Mitch's main test kitchen.

What does that mean exactly for Nebraska City?

- Mitch will continue to have a strong presence in the Nebraska City kitchens.
- Utilizing the kitchens as a test site will not be disruptive to service, prep or clean-up.
- Starting in January, at least twice a week, Mitch will be in the Nebraska City Kitchens working on innovating Lunchtime in the culinary area. You may see him, or hear of him working on the following:
 - Testing new recipes for cycle menus.
 - Helping to adjust current recipes that teams may have challenges executing due to changes in manufacturing or needing additional training/support on how to best prepare.
 - Cooking new products that are manufactured and recently released for the use in K-12 school food service.
 - Studying food trends and assessing how Lunchtime could create compliant versions of what might be foods that are trending for students' tastes.
 - Conducting taste tests with students at all levels (specific foods may be tested at certain buildings depending on what grade levels we are requesting feedback from.)
 - Collaborating with our sales & marketing team (Deni Winter and Susan Gracey) to develop promotions that get kids excited and build participation.
 - Susan, Mitch, and Deni will gain feedback from students on promotional ideas as samples are provided.
 - Working with local growers, farmers, ranchers, and state agencies to strategize and problem solve how to bring more fresh and local products into our schools.
 - Helping Lunchtime's Purchasing procure high quality, not just lowest cost, options for our programs during food bid season.
- a. Working with our distributor partner Sysco to design and test new recipes with Sysco's corporate chefs in Sysco's test kitchen or with Mitch in Nebraska City.
- b. Developing food education presentations for Food Service Directors to present in classrooms.

- c. Build positive PR with local TV stations and Newspaper when large scale testing of food products or fun events are happening in the lunch or breakfast program.

5003

Admission of Part-Time Students

A student may be permitted to enroll on a part-time basis pursuant to this policy and applicable curricular practices when enrollment is appropriate for reasons that include but are not limited to the following: the student attends another education institution on a part-time basis; is enrolled for a limited number of credit hours needed to graduate; has a modified schedule because of a disability or as part of an individualized education plan; or is a student who resides in the school district but attends a private, denominational, or parochial school or a school that elects not to meet accreditation or approval requirements (referred to herein as an exempt school student or an exempt school, respectively).

Application for Enrollment. The parent or guardian of an exempt school student who is of appropriate age to attend school, is a resident of the school district, has not graduated from high school, and has not received a graduate equivalency diploma must meet all of the district's admission requirements and file an application for enrollment on forms provided by the school district by August 1 of the year of enrollment. For second semester high school courses, the application must be filed by December 1. For students who move into the district mid-semester, the application must be filed within 20 days of moving into the district. The administration shall review the application, determine whether to approve or deny it, notify the parent or guardian, and schedule enrollment at an educationally appropriate time in the building or attendance center of the administration's choice. Enrollment does not carry over from one school year to the next, and the parent or guardian of an exempt school student must apply for enrollment each school year.

Limitations Based on Resources. The enrollment of exempt school students is subject to limitations established by the district for grades, classes, courses, and programs based on the limited resources available to the school district. Full-time students shall be given priority for enrollment in grades, classes, courses, and programs.

Placement of Students. Exempt school students shall be placed in courses for which they have adequate preparation and which are determined to be educationally appropriate based on criteria that include, but are not limited to the student's age, achievement test scores, academic record, evaluation by school personnel and any other standards used by the district for the placement of students.

Grades and Academic Honors. Exempt school students shall receive grades, report cards, and transcripts, but shall not be eligible to graduate, receive a diploma or qualify for class ranking unless they meet all district requirements for such including earning a sufficient number of credit hours and semesters of attendance.

Applicability of School Rules. Exempt school students are subject to all rules and standards of the board of education and administration as set forth in policy, handbooks or other communications, as well as the rules and directives of the building administration and teaching personnel. They must remain on the school campus during scheduled classes but must leave the school campus when not engaged in a course or course-related activity unless the course or course-activity requires their presence or the building principal approves their presence. Students who violate school policies, rules, or directives shall be subject to disciplinary procedures up to and including suspension and expulsion.

Extracurricular Sports and Activities. Students who are enrolled in a private, denominational or parochial school may not participate in extracurricular sports and activities sponsored by the public school district if they participate in extracurricular sports and activities offered by the private, denominational or parochial school. Exempt school students may participate in extracurricular sports and activities if they are enrolled in at least 20 credit hours per semester, with at least 5 credit hours of enrollment in the public school district. All part-time students must also meet all other eligibility requirements set by the board, administration and coach/sponsor prior to participating and for continued participation in the sport or activity. This includes all eligibility and other requirements of the Nebraska School Activities Association and any other governing bodies for the activity.

Transportation. Part-time school students are not entitled to transportation or reimbursement for transportation to and from the school for class attendance purposes, unless required by law. Eligible part-time students are entitled to transportation to and from practices and extracurricular events to the same extent as the school district's full-time students, but part-time students must arrange their own transportation and arrive timely to the designated pick-up point for such transportation.

Option Enrollment. Students may not enroll on a part-time basis pursuant to the school's option enrollment program.

Adopted on: December 21, 2016

Revised on: July 10, 2017; July 10, 2023

Reviewed on: September 13, 2021

5009
Adult Education

The board authorizes the administration to design and implement adult education as appropriate to the needs of the community and the programs of the district. The specific courses offered and expenditures necessitated by the adult education program will be approved by the board on an ad hoc basis.

Adopted on: December 21, 2016

Revised on:

Reviewed on: October 11, 2021

5014 Homeless Students

1. General Policy

The school district will provide tuition free education for homeless children and youth who are in the district and accord them the educational rights and legal protections provided by state and federal law. Homeless children and youth shall not be stigmatized or segregated on the basis of their status as homeless and shall have access to the same services offered to other students. It is the intent of this policy to remove barriers to the enrollment and retention of homeless children and youth in the school district.

2. Homeless Liaison

The district's homeless liaison is the Superintendent. Students in homeless situations who require assistance should contact the liaison at (402) 873-6033 or in person at the Districts Central Office.

3. Definitions

- a. "Homeless children and youth" means individuals who lack a fixed, regular, and adequate nighttime residence and include
 - i. Children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative accommodations; are living in emergency or transitional shelters; are abandoned in hospitals or are awaiting foster care placement; and
 - ii. Children and youths who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings;
 - iii. Children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
 - iv. Migratory children who qualify as homeless for the purposes of this subtitle because the children are living in circumstances described in clauses (i) through (iii).

- b. The term "homeless" or "homeless individual" does not include any individual imprisoned or otherwise detained by the act of Congress or by state law.
- c. "Child" and "youth" refers to persons who, if they were children of residents of the District, would be entitled to a free education.
- d. The term "unaccompanied youth" includes a youth not in the physical custody of a parent or guardian.
- e. "School of origin" means the school that the child or youth attended when permanently housed or the school in which the child or youth was last enrolled.

4. Strategies to Address Enrollment Delays. In order to address enrollment delays resulting from homelessness, the school district shall immediately enroll homeless students even if they are unable to produce records normally required for enrollment such as immunization and medical records, residency documents, birth certificates, school records, or other documentation, or guardianship documents. The school district shall immediately contact the school last attended by the student to obtain academic and other records. The school district's homeless liaison shall assist in obtaining necessary immunizations, or immunization or medical records.

5. Transportation. Transportation shall be provided to homeless students to the extent required by law and comparable to that provided to students who are not homeless. At the request of the parent or guardian (or in the case of an unaccompanied youth, the liaison), transportation shall be provided to and from the school of origin as follows:

- a. If the homeless child or youth continues to live in the area served by the school district, the child's or youth's transportation to and from the school of origin shall be provided or arranged by the school district.
- b. If the homeless child's or youth's living arrangements in the area served by the school district terminate and the child or youth, though continuing his or her education in the school district, begins living in an area served by another school district, the school district and the new school district in which the homeless

child or youth is living shall negotiate to agree upon a method to apportion the responsibility and costs for providing the child with transportation to and from the school district. If the districts are unable to agree, the responsibility and cost for transportation shall be shared equally.

6. Dispute Process. If a dispute arises over school selection or enrollment in a school:

- a. The child or youth shall be admitted immediately to the school in which enrollment is sought, pending resolution of the dispute;
- b. The child, youth, parent, or guardian shall be referred to the district's homeless liaison who shall carry out the dispute resolution process within (30) thirty calendar days after receiving notice of the dispute;
- c. The parent or guardian of the child or youth shall be provided with a written explanation of the school's decision regarding school selection or enrollment, including the rights of the parent, guardian, or youth to appeal the decision within (30) thirty calendar days of the time such complaint or dispute is brought.
- d. In the case of an unaccompanied youth, the homeless liaison shall ensure that the youth is immediately enrolled in the school in which enrollment is sought pending resolution of the dispute.

7. Appeal Process

a. Nebraska Department of Education. If the Complainant is not satisfied with the written decision of the District after the dispute resolution process, the Complainant may appeal the decision of the District to the Commissioner of the Nebraska Department of Education within (30) thirty calendar days of receipt of the decision from the District, pursuant to Nebraska Department of Education Rule 19.

b. State Board of Education. If the Complainant is not satisfied with the decision of the Commissioner, the Complainant may file a Petition with the State Board of Education within (30) thirty calendar days of the receipt of the decision of the Commissioner pursuant to

Nebraska Department of Education Rule 19.

Adopted on: December 21, 2016

Revised on:

Reviewed on: August 9, 2021

5023 Student Illness

Students who suffer from a significant illness which has an actual or expected duration of six months or more may be eligible for accommodations and supports under Section 504 of the Rehabilitation Act or under the Individuals with Disabilities in Education Act. The school will provide accommodations to students who are returning to school after a prolonged absence due to illness, including pediatric cancer, through a 504 plan or an IEP, as appropriate. The student's plan will include informal or formal accommodations, modifications of curriculum and monitoring by medical or academic staff as determined by the student's IEP team or 504 committee. Parents and staff will engage in ongoing communication about the needs of a student who is facing these circumstances.

Students who become ill at school will be sent to the building office where the school nurse or other school employee will determine the appropriate response. When a child is too ill to remain at school, a school employee will contact the child's parent(s) and make arrangements for the child to be picked up or sent home. If an illness or injury requires immediate medical attention, school officials shall attempt to contact the child's parent(s) regarding treatment for the child. If the parents cannot be contacted, school officials may have the child treated by an available physician. Students who show symptoms of a contagious disease may be sent home, and the district may require a physician's statement before allowing such students to return to school.

Parents must complete an emergency information card for each child enrolled in the district. The card should list the family physician's name, where parents or a responsible adult can be located, and any necessary emergency instructions.

Adopted on: December 21, 2016

Revised on:

Reviewed on: October 11, 2021

5041
Student Government

Students are encouraged to formulate and participate in elective and representative student government activities. The organization, operation and scope of the student government shall be administered by the superintendent or designee.

Adopted on: December 21, 2016

Revised on:

Reviewed on: October 11, 2021

5046
Secret Organizations

Secret organizations are prohibited. School officials shall not allow any person or representative of any such organization to enter upon school grounds or school buildings for the purpose of rushing or soliciting students to participate in any secret fraternity, society or association.

Adopted on: December 21, 2016

Revised on:

Reviewed on: October 11, 2021

4070
EARLY VOLUNTARY SEPARATION PROGRAM

A. PURPOSE

The Early Voluntary Separation Program ("Program") is intended to benefit qualified certificated employees who are considering retirement. The Program's objectives include, but are not limited to, the following:

1. Offering financial incentives which will assist long-term employees who are considering retirement;
2. Reducing costs to the school district by replacing maximum salaried employees with lesser salaried employees; and
3. Providing a balance of employee experience.

B. QUALIFICATIONS

1. Certificated Employee. To participate in the Program, a person must be a teacher certificated by the Nebraska Department of Education, be employed by the School District in a capacity which requires such certification, and meet eligibility requirements as set forth in this section.

2. Full-Time Equivalency. Certificated employees who are employed 1.0 full-time equivalency (FTE) in an employment position that requires a certificate from the Nebraska Department of Education may participate in the Program.

3. Minimum Age and Years of Service. To be eligible for this Program, a certificated employee must: (a) be fifty-five (55) years of age on or before August 31st after the school year of application; (b) have completed twenty (20) total years of continuous, credited service in the employment of the School District; (c) be within the first four (4) years of eligibility based on the age and years of service requirements (see Section H); and (d) meet any other criteria established by the board of education at the regular December meeting. Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated employee through the employee's last year of service in an employment position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement of twenty (20) total years of service, less than full-time employment would reduce the employee's full-time equivalent employment for a school year.

C. ENROLLMENT REQUIREMENTS

1. Resignation. Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

2. Application. An employee must submit a signed Application and Agreement form to the board of education on or before February 1st of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before March 20th of its action on his or her application.

3. Employee's Ineligibility. An employee who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration, or (2) after a hearing before the board of education, the board determines that said employee's employment should not be canceled or terminated. Employees who are receiving or who have applied to receive long-term disability benefits are also not eligible to participate in the Program.

D. BENEFITS

1. Calculation of Benefits: The total benefit to be paid under this Program shall not exceed \$35,000.

2. Payment of Benefit. The benefit shall be paid in two (2) equal payments unless Medicare eligibility requires an accelerated payment. The first payment shall be made in September of the calendar year of the teacher's resignation, with the remaining payments made in September of the following calendar year. The District will pay the benefit to a non-elective 403(b) fixed annuity. All payments shall be paid within five years after the voluntary termination of employment or prior to the employee becoming eligible for Medicare, whichever occurs first.

3. Limitation on Payment. The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Voluntary Separation Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

4. Source of Funds. The school district shall pay the entire cost of the plan.

5. Administration of Program. This Program shall be administered by the board of education by and through the administration of the school district.

6. Beneficiary Designation. In order for the application to be considered complete, a beneficiary must be designated.

7. Income Tax Consequences. Payments pursuant to this plan have been determined to be taxable income for state and federal income tax purposes, and will be treated as such. The school district will withhold such sums as are required by law, and payments will be reported as a taxable income.

8. COBRA Rights. A separating employee will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The employee shall be responsible for any payments required to participate in the COBRA program.

E. ADMINISTRATION OF PROGRAM

Application and Waiver. An employee who elects to participate in the Program, and the school district, through its board of education, shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the employee that the Voluntary Separation Program is totally voluntary in nature and provides each employee at least twenty-one (21) days to consider the ramifications of participation in the Program before making a decision. An employee may waive the twenty-one (21) day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after submitting the Application and Agreement, and advises the employee to consult with an attorney before signing the Application and Agreement.

An employee who submits an application to participate in the Program may withdraw the application within seven (7) days after submitting it, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole

discretion, determine the number of applications to be approved in any given year. If the Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

- a. The Board will approve the application of the employee whose salary is higher, as determined by the employee's placement on the salary schedule index (excluding all unit pay).
- b. If the salaries of those involved are exactly the same, the Board will approve the application of the employee who first signed and returned his or her employment contract for the then current contract year.
- c. If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the employee which was submitted earlier.

An employee's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of an employee's application will be considered the approval of the employee's voluntary resignation and termination of the employee's continuing contract. If the Board does not approve an employee's application, the employee's contract will continue in effect, and the employee will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

F. TERM OF PROGRAM

This policy shall generally be reviewed annually and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular December meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). In the event that no such determination is made, the program will not be available for that school year. This Program shall be offered only to eligible employees as defined herein, who satisfy the Program requirements prior to the applicable deadline, and who submit an Application and Agreement prior to the applicable deadline.

G. LIMITATIONS OF APPLICATIONS

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from employees within a single department could, in the

opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple employees from the same department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

H. ELIGIBILITY WINDOW

The "eligibility window" requirement shall be administered as follows:

- ~~For the program approved by the Board of Education on December 9, 2019 meeting: Teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2020, and who have 20 years of continuous, credited service (or will have upon the completion of the 2019-20 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2023.~~
- For the program approved by the Board of Education on December 14, 2020 meeting: Teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2021, and who have 20 years of continuous, credited service (or will have upon the completion of the 2020-21 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2024.
- For the program approved by the Board of Education on December 13, 2021 meeting: Teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2022, and who have 20 years of continuous, credited service (or will have upon the completion of the 2021-22 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2025.
- For the program approved by the Board of Education on December 12, 2022 meeting: Teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2023, and who have 20 years of continuous, credited service (or will have upon the completion of the 2022-23 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2026.

- For the program approved by the Board of Education on December 11, 2023 meeting: Teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2024, and who have 20 years of continuous, credited service (or will have upon the completion of the 2023-24 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2027.

I. MODIFY OR SUSPEND

The Board of Education reserves the right to modify the various requirements, provisions, definitions, conditions, limitations, and benefits associated with this Program, or to suspend the Program. Separated employees participating in the Program will be governed by the requirements, provisions, definitions, conditions, limitations, and benefits of the Program that exist at the time of their approval by the Board to participate in the Program.

Approved: December 9, 2019

Reviewed:

Revised: December 14, 2020; December 13, 2021; December 12, 2022;
December 11, 2023

4070.R1
EARLY VOLUNTARY SEPARATION PROGRAM
APPLICATION AND AGREEMENT

This Agreement is made this _____ day of _____, 20____,
between Nebraska City Public Schools (School District) and
_____ (Teacher).

RECITALS

1. The School District has established an Early Voluntary Separation Program (hereinafter referred to as the "Program") for the purpose of rewarding eligible certificated employees who are considering early separation or retirement in their employment plans;
2. Teacher desires to participate voluntarily in the Program;
3. Teacher has a full-time equivalency of 1.0 for the current school year;
4. Teacher has completed at least 20 consecutive years of credited service in the employment of the School District;
5. Teacher is now 55 years of age or will be prior to August 31st after the school year of application (i.e. August 31, 2020 of the 2019-20 school year); and
6. Teacher has met all other eligibility and all other requirements for the Program pursuant to policy 4070-Early Voluntary Separation Program.

TERMS OF AGREEMENT

The parties, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

1. INCORPORATION OF BOARD POLICY: This Agreement is made pursuant to policy 4070-Early Voluntary Separation Program of the Board of Education. The provisions of that policy existing at the time this Agreement is signed are incorporated by this reference and made a part of this Agreement.

2. TEACHER RESIGNATION: Subject only to the Board of Education's approval of the Teacher's application to participate in the Program, the Teacher voluntarily, unconditionally, and irrevocably (1) resigns his/her teaching position with the School District effective at the end of the current school year; (2) waives any and all further notice or action by the Board of Education to terminate the Teacher's continuing contract; and (3) waives any and all rights the Teacher may have under NEB. REV. STAT. 79-824 to 842, as those statutes now exist or as they may be amended. The Teacher further authorizes the Board of Education to advertise for and contract with a replacement certificated employee for the Teacher's position for the next school year. Approval of this Agreement by the Board of Education shall constitute an acceptance of the Teacher's resignation. The Teacher agrees that he/she may not be eligible for part-time or full-time employment at the School District if the Board approves Teacher's application to participate in the Program. While the School District may decide to employ the Teacher in some capacity after retirement, the teacher agrees that the School District has no obligation to rehire the Teacher in any capacity at the School District. NOTE: Returning to work anywhere that participates in the Nebraska Public Employees' Retirement System (NPERS) within 180 days of your retirement may impact your ability to receive payments through NPERS. Please contact NPERS for further information.

3. BENEFITS: In consideration for the Teacher's resignation set forth in paragraph 2 above, the Teacher shall receive the following benefits:

(a) **TOTAL AMOUNT OF BENEFITS:** \$35,000.

(b) **PAYMENT OF BENEFITS:** All payments must be paid within five years after the voluntary termination of employment or prior to the employee becoming eligible for Medicare, whichever occurs first. With this understanding, payments shall be made as follows:

Installment 1: \$17,500

Installment 2: \$17,500

The School District shall pay the first installment in September of the calendar year in which the Teacher resigns, and the second installment shall be paid in September of the following year. The District will pay the benefit to a non-elective 403(b) fixed annuity.

5. BENEFICIARY DESIGNATION: In the event of the Teacher's death after the effective date of resignation, any sum of money otherwise due to the Teacher under the terms of this Agreement will be paid to the

following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: _____

Address: _____

Social Security Number: _____

6. TAX CONSEQUENCES: Payments provided for under the Program have been determined to be taxable income for state and federal income tax purposes, will be treated as such, and will be reported as taxable retirement pay. The social security percentage and any other required state and federal withholdings will be subtracted from each payment to the participant in the Program.

7. TEACHER'S VOLUNTARY ACT. The Teacher acknowledges that he/she has had twenty-one (21) or more days to consider the ramifications of participation in the Program or hereby waives the same; that his/her participation in the Program is voluntary; and that he/she was not coerced in any manner to participate in the Program. The Teacher acknowledges having been advised in writing by this Agreement to consult an attorney regarding his/her participation in the Program and execution of this Agreement.

8. WAIVER AND RELEASE OF CLAIMS: In consideration of the promises and payments specified in this Agreement, Teacher releases the School District and its officers, board members, administrators, employees, agents, representatives, successors, and assigns from all claims, demands, and actions, past or present, known or unknown, arising out of and/or related in any way, either directly or indirectly, to his or her employment with the School District, the termination of his or her employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under the Nebraska Wage Payment and Collection Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, the Nebraska Act Prohibiting Unjust Discrimination Because of Age, all claims or rights relating to discrimination on the basis of age, race, color, religion, sex, disability,

handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, and any state or federal court under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising from his or her employment or contractual relations with the School District or his or her resignation of employment. Teacher represents that no claims have now been filed against the School District. Teacher acknowledges that nothing in this agreement prohibits Employee from filing a Complaint with the Equal Employment Opportunity Commission or any other similar state agency, the Occupational Safety and Health Administration, the Secretary of Labor or otherwise participating in matters pending before those agencies. However, in the event Teacher files such a charge or complaint, he or she shall be entitled to no relief, no reinstatement, no remuneration, no damages, no back pay, no front pay and no compensation whatsoever from the School District as a result of such charge or complaint, since Teacher has released and extinguished any right to such relief under this agreement. Teacher also releases all contract, tort, and common law claims, and claims for attorney's fees, costs and expenses. Teacher covenants not to institute any complaints or proceedings against the School District or any of the above-mentioned persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released.

The Teacher understands and acknowledges that, by giving up claims against the School District, he/she also gives up any claims that he/she may have against its predecessors, successors, subsidiaries, and affiliates, and any and all officers, directors, employees, and agents of the School District arising out of any actions, conduct, decisions, behavior, omissions, or events occurring up to the date hereof. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Teacher is already entitled to receive from the School District. The Teacher acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Teacher further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

9. REVOCATION AND CANCELLATION OF AGREEMENT: The Teacher may revoke this Agreement for a period of seven (7) days following its execution. In order to revoke the Agreement, the Teacher must submit a written statement to the Superintendent indicating that he/she is exercising

his/her right to cancel the Agreement. This Agreement shall not become effective or enforceable until the revocation period has expired.

[The Next Page is the Signature Page]



DATE: November 8, 2023
SUBMITTED TO: Mark Fritch, Superintendent
ORGANIZATION: Nebraska City Public Schools
ADDRESS: 1700 14th Avenue | Nebraska City, NE 68410
PROJECT NAME: Nebraska City High School Track Maintenance Coating
ADDRESS: 141 Steinhart Park Rd. | Nebraska City, NE 68410

REVOLUTION™ POLYTOP-R MAINTENANCE COATING TRACK SYSTEM

SCOPE OF SERVICES

AREA: 5,660 SY (track, high jump, long jump)

PROCEDURES:

- A. Clean and prepare the track surface.
- B. Patch any loose and thin areas.
- C. Locate and repair any cracks.
- D. Spray-application of a primer coat.
- E. Hand-application of 0.5mm – 1.5mm rubber.
- F. Spray-application of a black polyresin spray coating.
- G. Two (2) coat spray-application of a high performance aliphatic black structural spray top coating
- H. Layout and paint lane lines and event markings as per NFSH standards and current State rules. Shot put and discus pad line painting not included

WE HEREBY PROPOSE TO FURNISH MATERIALS AND LABOR IN ACCORDANCE WITH THE ABOVE SPECIFICATIONS FOR THE SUM OF:

Sixty-Seven Thousand Seven Hundred Seventy-Five Dollars and Zero Cents (\$67,775.00)

ADD ALTERNATE NO. 1:

Furnish and install Revolution™ track system to two (2) concrete runways.....\$17,746.00

ADD ALTERNATE NO. 2:

Removal/disposal surfacing at 170' x 9' sunken area at outside west area of track. Install polyurethane FlexPave system for filling in low area to match existing. Install new ½" polyurethane surfacing at removal area.....\$33,877.00



NOTES/EXCLUSIONS:

- Material pricing valid for 30 days from date of this proposal.
- Proposal does not include sales taxes. Owner shall provide Nebraska Forms 13 and 17 upon signed acceptance of proposal.
- All chain link fencing must be installed and the site secured prior to resilient surfacing application. A 6' high (minimum) temporary fence may be used to secure site. All fencing shall be installed by Owner and is not included within proposal.
- Owner must provide proper staging/access to construction area.
- The site shall be restricted from the public and athletes during construction. Only authorized personnel from MTT Co. and the Owner shall be allowed on site.
- MTT Co. is not responsible for damage to existing substandard or damaged surfaces at staging area. No surface restoration has been included.
- Performance bonding has not been included.

INCREASES IN MATERIAL PRICING:

If notification of an impending price increase is received from the manufacturer prior to installation and placement of material order, MTT Co. will in turn provide prompt notification to the Owner. The Owner shall have the option to either incur the impending price increase through execution of a written change order, terminate signed proposal agreement, or provide written approval for MTT Co. to place an order and take early delivery of the materials at no additional cost to Owner.

EARLY DELIVERY OF MATERIALS:

Upon written approval from Owner, MTT Co. shall place an order with the manufacturer and take early delivery of materials. Proof of insurance and off-site storage agreement for materials shall be provided to Owner upon request. Upon receipt of invoice for materials, Owner shall be responsible for payment in accordance with terms specified herein.

TERMS:

Progress payments for materials and work completed; balance due 30 days upon completion of project.

All material is guaranteed to be as specified. All work to be completed in a workmanlike manner according to standard practices. Any alteration or deviation from above specifications involving extra costs will be executed only upon written orders and will become an extra charge over and above the estimate. All agreements are contingent upon accidents or delays beyond our control. Owner is to carry fire, tornado, and other necessary insurance. Our workers are fully covered by Workmen's Compensation Insurance.



22 South Main Street • PO Box 161 • Denison, IA 51442
P 712.263.3554 • F 712.263.5110 • E info@midwesttennisandtrack.com

PROPOSAL ID: NECITY 11082023
PAGE 3 OF 3

MIDWEST TENNIS & TRACK COMPANY

Authorized Signature

Corey Curnyn, VP of Sales & Operations
Printed Signature, Title

ACCEPTANCE OF PROPOSAL:

The above prices, specifications, and conditions are satisfactory and are hereby accepted. You are authorized to do the work as specified. Payment will be made as outlined above.

Authorized Signature

Printed Signature, Title

School/Organization Name

Date of Acceptance





BID PROPOSAL

DATE: October 17, 2023

TO: Nebraska City Public Schools, Nebraska City, Nebraska

PROJECT: Track Refurbishment

BID INCLUDES:

Cleaning the track with a walk-behind air blower.

Filling any cracks as necessary.

Making minor repairs to the track surface as necessary, excluding area of undulation.

Priming the track with a polyurethane primer in order to assure proper adhesion of the new structural spray wearing course to the existing track surface.

Application of a **Structural Spray** – a polyurethane structural spray coating applied as a single-component, MDI-based binder mixed with a polyurethane base colored paste.

The entire base mat shall receive two structural spray layers consisting of 60% pigmented polyurethane structural spray binder and 40% EPDM colored rubber granulate graded to .5 to 1.5 mm in size. Each spray layer shall be applied uniformly at a rate of not less than 1.8 lbs per square yard for total spray coverage of not less than 3.6 lbs per square yard. The two layers shall be sprayed in opposite directions in order to achieve a uniform application.

Materials, equipment and installation by Fisher Tracks, Inc.

Price includes the application of the Black Structural Spray to the track and high jump.

Price includes the color-coded metric striping per National Federation of State High School Associations.

STRUCTURAL SPRAY PRICE: ----- \$97,264.00

ADD FOR BASE MAT INSTALLATION AND BLACK STRUCTURAL SPRAY ON THE RUNWAYS: ----- \$6,426.00

ADD FOR PURPLE EXCHANGE ZONES: ----- \$23,150.00



Fisher Tracks, Inc.
1192 235th Street • Boone, IA 50036
800-432-3191 • 515-432-3191 • FAX 515-432-3193
www.fishertracks.com





Notes:

1. Fisher Tracks, Inc. guarantees the installation to be free from defects in material and workmanship for a period of five (5) years from completion of the installation.
2. Add 1% if Fisher Tracks, Inc. is to provide a performance bond.
3. Price is valid for a period of 60 days.
4. Price does not include prevailing wage rates, if applicable.
5. Price does not include any sales, use or excise tax, if applicable.
6. All payments are due within 30 days of invoice.
7. Fisher Tracks, Inc. is a member of the American Sports Builders Association (ASBA) and has 4 Certified Track Builders (CTB) on staff. Sam Fisher is a Certified Track Builder.

BY:

ACCEPTED BY:



Sam Fisher, President &
Certified Track Builder

10/17/23

Date

Nebraska City Public Schools

Date



Fisher Tracks, Inc.
1192 235th Street • Boone, IA 50036
800-432-3191 • 515-432-3191 • FAX 515-432-3193
www.fishertracks.com



WOODHOUSE

woodhouse.com

COUNTY		DATE (MONTH/DAY/YEAR) 12/07/2023	
PURCHASER'S NAME County Of Otoe School District 111			
STREET ADDRESS 1700 14th Ave Neb			
CITY Nebraska City		STATE NE	ZIP 68410
RES. PHONE	CELL PHONE (402) 873-6033	BUS. PHONE	
E-MAIL bwieckhorst@nebcityps.org			

PLEASE ENTER MY ORDER FOR THE FOLLOWING: NEW USED YEAR: 2023 MAKE: Ford MODEL: Transit Passenger Wa

SALES REP	SALES REP	BODY: Full-size Passenger Van	COLOR: White	MILES: 8
FINANCE MANAGER Patrick Heisterkamp		V.I.N: 1FBAX2C89PKB95953	STOCK NO.: R230561	

THIS PURCHASE DOES INCLUDE PRODUCTS SUCH AS EXTENDED WARRANTY OR ACCESSORIES THAT ARE NOT REPRESENTED OR WARRANTED BY THE MANUFACTURER. THESE PRODUCTS ARE REPRESENTED AND WARRANTED BY THEIR OWN COMPANIES.

CUSTOMER INITIALS

PAYOFF VERIFICATION STATEMENT

THE PAYOFF ON THE TRADE-IN VEHICLE IS ESTIMATED UPON PAYMENT VERIFICATION THE CUSTOMER WILL BE RESPONSIBLE FOR ANY AMOUNT ABOVE AND BEYOND: \$

CUSTOMER INITIALS

CUSTOMER INITIALS

NATIONAL CALL YES NO

I/WE GIVE PERMISSION FOR A POTENTIAL BUYER OF THE TRADE VEHICLE(S) TO CONTACT ME/US:

Signed

THE PURCHASE AGREEMENT MAY BE CONDITIONED UPON ACCEPTANCE OR APPROVAL BY A 3RD PARTY FINANCIAL INSTITUTION. IF APPROVAL IS NOT OBTAINED FROM SAID INSTITUTION, THIS AGREEMENT AND RELATED DOCUMENTS ARE NULL AND VOID.

CUSTOMER INITIALS

ALL WARRANTIES, IF ANY, BY A MANUFACTURER OR SUPPLIER OTHER THAN DEALER ARE THEIRS, NOT DEALER'S, AND ONLY SUCH MANUFACTURER OR OTHER SUPPLIER SHALL BE LIABLE FOR PERFORMANCE UNDER SUCH WARRANTIES. UNLESS DEALER FURNISHES BUYER WITH A SEPARATE WRITTEN WARRANTY OR SERVICE CONTRACT MADE BY DEALER ON ITS OWN BEHALF, DEALER HEREBY EXPRESSLY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING ANY IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE (A) ON ALL GOODS AND SERVICES SOLD BY DEALER AND (B) ON ALL USED VEHICLES WHICH ARE HEREBY SOLD "AS IS-NOT EXPRESSLY WARRANTED OR GUARANTEED"

AS IS

THIS USED MOTOR VEHICLE IS SOLD AS IS WITHOUT ANY WARRANTY EITHER EXPRESSED OR IMPLIED. THE PURCHASER WILL BEAR THE ENTIRE EXPENSE OF REPAIRING OR CORRECTING ANY DEFECTS THAT PRESENTLY EXIST OR THAT MAY OCCUR IN THE VEHICLE.

BUYER'S SIGNATURE:

I GUARANTEE THAT THE TITLE OF MY TRADE VEHICLE(S) IS NOT A SALVAGE TITLE AND THE VEHICLE NEVER HAS HAD A SALVAGE TITLE. I FURTHER STATE THAT ALL EMISSIONS EQUIPMENT AND ALL ORIGINAL SAFETY RESTRAINT EQUIPMENT INCLUDING BUT NOT LIMITED TO THE SAFETY BELTS OR AIR B DIFFERENCE IN VALUE HAD THE TITLE NOT BEEN SALVAGE.

BUYER'S SIGNATURE:

CASH PRICE OF VEHICLE	\$ 53,835															
DOCUMENTARY FEE - See reverse #9	\$ 299.00															
STATE AND LOCAL TAXES	\$															
LICENSE, LICENSE TRANSFER, TITLE, REGISTRATION FEE	\$															
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USED TRADE-IN ALLOWANCE																
BALANCE OWED OR TRADE-IN																
ALLOWANCE OR TRADE-IN (Applied Below)*																
DOWN PAYMENT																
and/or \$ rebates																
and/or \$ rebates																
and/or \$ rebates																
*ALLOWANCE ON TRADE-IN (See Above for Details)																
TOTAL DOWN PAYMENT ALLOWANCE	\$															
UNPAID CASH BALANCE DUE ON DELIVERY	\$ 54,134															

The front and back of this order compromise the entire agreement affecting this purchase and no other agreement or understanding of any nature concerning same has been made or entered into, or will be recognized. I hereby certify that no credit has been extended to me for the purchase of this motor vehicle except as appears in writing on the face of this agreement. I have read the matter printed on the back hereof and agree to it as a part of this order the same as if it were printed above my signature. I certify that I am of legal age, and hereby acknowledge receipt of copy of this order.

12/07/2023

ACCEPTED BY

DEALER OR AUTHORIZED REPRESENTATIVE

PURCHASER'S SIGNATURE

CO-BUYER

DATE

SAMPLE School Board Resolution

MOVE THAT:

Following State Statute section 66-1062 to 66-1066, the Board of Education authorizes the superintendent to sign a Phase 3 ESCO Contract with Facility Advocates for the amount not to exceed \$500,000 for the Energy Conservation Measure projects as proposed and discussed.

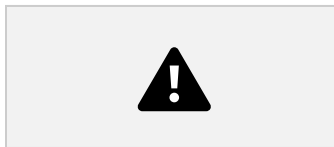
Hayward Elementary Cafeteria HVAC: Cut holes through the roof to remove (3) inaccessible 46-year-old 5-ton water source heat pumps. Set curbs for new RTU's over these roof penetrations and reseal. Modify existing electrical service, ductwork, and temperature controls as needed to adapt to new equipment. Install new gas lines for each unit and connect to the existing gas piping on the roof nearby.

Hayward Elementary LED Lighting Upgrade: Remove (448) existing fluorescent troffers and (44) metal-halide high-bay light fixtures and replace with new LED light fixtures. Retrofit (186) F32 T8 fluorescent fixtures with new LED direct wire tubes.

Nebraska City High School Partial LED Lighting Upgrade: Replace (75) high-bay light fixtures in the gyms. Retrofit (20) hanging troffers and (35) existing fluorescent troffers in the cafeteria.

Nathan Fritzler

Project Manager/Developer





December 11, 2023

Jenny Gawart
Nebraska City Public Schools
Northside Elementary School
1200 14th Avenue
Nebraska City, Nebraska 68410

Subject: Building Fire Alarm Upgrade Northside Elementary School

Dear Jenny,

Fire Protection Services is pleased to provide you with this proposal which includes all the required labor, material and engineering for the installation of the following systems:

Install New EST 4 Voice Evacuation Control Panel:

- 1 – EST 4 Addressable Control Panel w/ Voice Paging
- 2 – Batteries
- 86 – Smoke Detector
- 12 – Monitor Modules
- 18 – Relay Modules
- 3 – Power Supply
- 1 – Manual Pull Stations
- 56- Duct Smoke Detectors
- 56 – Shut Down Relays
- 56 – Sampling Tubes
- 56 – Test Stations
- 77 – Speaker Strobes
- 33 – Strobes
- 1 – Reconnect to existing wiring.

Installed Price is \$115,802.00 (One Hundred Fifteen Thousand Eight Hundred Two Dollars and 00/100).

Sincerely,

Dan Hershiser



**Benefit Brokerage & Administration Proposal with
Timeline for:**

Nebraska City Public Schools

Alliant Insurance Services is pleased to present Nebraska City Public Schools with this proposal for Benefits Brokerage and Administration Services. This unique offering combines Alliant's unparalleled benefits consulting expertise with a robust suite of administrative tools.

Consulting

Expertise in a confusing market

- Brokerage
- Market Leverage
- Product Placement

Communication

Multiple Channels

- Custom Materials
- Branded Communications
- Benefit Booklets

Enrollment

Multiple Solutions

- One on One
- Call Center
- Self Serve

System

Flexible & Customizable

- Rules Based
- Cloud Based
- Syncs with Tyler

Cost

Paid by Current Carriers

- Keep Current Carriers
- Product Agnostic
- No Direct Cost to District

Consulting

As one of the largest independent benefits consulting firms in the world Alliant has the resources and market leverage to ensure Nebraska City Public Schools have benefit plans that meet employee's needs. Alliant will provide the following services:

- RFP Support
 - Full marketing for all employee benefit products as directed by the District
 - Public bid support
 - Carrier advertising
 - Spreadsheets and analysis
 - Negotiation
- Placement
 - Implementation
 - Renewal
 - Negotiation
- Service
 - Contract management
 - Claims issue resolution
 - Billing & reconciliation
- Benchmarking
 - Local competitors for labor
 - State & national education trends

Communication

The key to a successful employee benefit program is educating your employees about the valuable benefits provided by Nebraska City Public Schools. The Alliant Communication Team will create custom communication material using Nebraska City's unique brand, logo, and colors. These communication materials include:

- **Benefits Booklet**
 - Printed or electronic
 - Custom QR Links
 - All benefits in one place, crucial documents for recruiting
- **Text Messages**
 - Branded text alerts with product and open enrollment links
 - Key alerts throughout the year
 - Hyperlinks to service center
- **Emails**
 - Branded alerts with product and open enrollment links
 - Key alerts throughout the year
 - Hyperlinks to service center
- **Videos**
 - Custom videos explaining products
 - QR links in benefit booklet
 - Always available online
- **Open Enrollment Guides**
 - Updated every year
 - Summarizes products
 - Log in instructions

Enrollment

Open Enrollment and new hire on-boarding are the most crucial times to educate employees about the valuable benefits provided by Nebraska City Public Schools. Alliant's team of noncommissioned benefit experts will educate your employees in all aspects of their benefit plan. Alliant offers three different ways to enroll in your benefits:

- One on One
 - Noncommissioned benefits experts will come onsite to assist
 - Open Enrollment
 - Large new hire events
 - Bilingual
 - Educate and enroll all benefits including EHA
- Call Center
 - 7 am to 7 pm Central
 - Bilingual, US Based call center
 - Educate and enroll all benefits including EHA
- Self Service Online System
 - Web or phone
 - Bilingual
 - Built in videos for all products

System

Alliant has partnered with Selerix, the largest benefit platform in the world, to offer Nebraska City Public Schools a no cost complete end to end benefits administration platform. This rule based, highly configurable system will integrate with your HRIS System to eliminate time consuming headaches and simplify benefits administration. Alliant will offer the following services:

- Integration
 - Receive and send secure files nightly to your HRIS
 - Transmit information via EDI to carriers
 - Rules based system of record for employee benefits
- All Inclusive
 - Set up and maintenance
 - 360 support
 - No fees
- Enrollment
 - Easy to use
 - Trackable
 - Videos on demand
- Administrative Access
 - Complete access to all data
 - Custom reports
 - Track OE status

Cost to Nebraska City Public Schools

Alliant is an independent, carrier agnostic, consulting firm. As such we will work with any carrier Nebraska City Public Schools deems to be beneficial to the District. Alliant is paid from commissions that are already included in the plans Nebraska City offers the employees. Nebraska City Public Schools must simply sign an Agent of Record Letter (Attached) naming Alliant the broker of record. With that letter Alliant will start receiving the commissions the first of the following month. Alliant's services can be terminated at any time with the same letter. Naming Alliant the broker of record does not impact the rates or plans being offered to the employees. Alliant will use the commissions generated from the products to pay for the systems and services described above and will disclose all commissions in writing once a year at renewal.

Timeline & Task List

Activity	Start	End	Nebraska City	Alliant
Plan information	10/11/23	10/16/23	Gather all plan information. Rates, plan designs, census with participation and send to Alliant	Provide sample census and complete list of needed information
Board Approval	10/16/23	10/16/23	Seek board approval	Provide all documentation
Sign AOR	10/16/23	10/18/23	Sign & return AOR	Provide AOR
Transmit AOR	10/18/23	10/20/23	-	Inform all carriers and request detailed plan information
Analyze & Audit	10/20/23	10/27/23	-	Analyze all plan information and make specific recommendations
Establish Responsibilities	10/20/23	10/27/23	Share feedback on plan	Present workflow plan
Finalize Benefits	10/30/23	11/3/23	Make benefit selections for system implementation	Present findings to Nebraska City
System Implementation	11/3/23	11/20/23	Provide files and deduction codes. Plus, a 2 hour configuration and training call	Oversee system build and ensure the system meets the needs of Nebraska City and is configured to sync with your HRIS
Communication Material	11/3/23	12/11/23	Share high resolution logos and provide feedback on design and desires	Design and produce communication material that contains all necessary information in a manner that is consistent with Nebraska City's brand and desires
System Testing	11/20/23	12/11/23	Play with the system using real world scenarios	Quality assurance team will vigorously test the system
System Go Live	1/1/24		Start using the system	Ensure system is running in advance of the Go Live date
2024 Product RFP	1/15/24	2/15/24	Share feedback on vendors and products.	Create and distribute RFP and all supporting documentation
Analyze RFP	2/15/24	3/1/24	-	Perform full analysis of all quotes and create a simple, easy to read deliverable summarizing all offers.
Selections	3/1/24	3/15/24	Select vendors Nebraska City feels are in the best interest of the District and its employees	Answer any questions and provide clarifications
System Updates	3/15/24	4/1/24	-	Implement the District's wishes
System Testing	4/1/24	4/15/24	Play with the system using real world scenarios	Quality assurance team will vigorously test the system
Open Enrollment	5/1/24	5/31/24	Provide feedback and opportunities to meet with employees	Make sure the education and communication of benefits is simple and meets the District's needs
New Hire OE	8/1/24	8/15/24	Provide list of new hires	Make sure the education and communication of benefits is simple and meets the District's needs
Effective Date	9/1/24		-	Ensure all systems and products are set up well in advance.

PLACE ON NEBRASKA CITY PUBLIC SCHOOLS LETTERHEAD.

DATE

RE: Broker of Record Authorization for Nebraska City Public Schools

To Whom It May Concern:

This letter confirms that effective 11/01/2023, Nebraska City Public Schools has appointed Alliant Insurance Services, Inc (EIN 33-0785439), as our insurance broker for the below captioned policies. This appointment of Alliant Insurance Services, Inc. rescinds all previous appointments on file, and shall remain in full effect until it is cancelled in writing.

Product	Carrier	Policy Number
Group Life and AD&D		
Disability		
Worksite		
Vision		
Product X		
Product Y		
Product Z		

Alliant Insurance Services, Inc. is hereby authorized to negotiate directly with any interested company with respect to changes to existing insurance policies.

This letter also constitutes your authority to furnish Alliant Insurance Services, Inc. with all information it may request related to our insurance policies, contracts, rates, renewals, surveys, reserve studies, retention reports and any other financial or administrative information it may wish to obtain for its study of our present and future needs in connection with the insurance program to which this letter applies. We request that you do not communicate such information to anyone else.

This recognition of Alliant Insurance Services, Inc. as our broker entitles it to all commissions and service allowance paid by your company in conjunction with its placement, installation, and servicing of our insurance contracts.

If you have any questions regarding this authorization, please do not hesitate to contact me at XXX-XXX-XXXX. Thank you for your cooperation and assistance with this matter.

Sincerely,

Jay Doe
Director of Finance & Human Resources

Here are the outlined expectations from our conversations and proposal with them.

After the conversation with the school board last night we are ready to move into the next phase(s) which will include the following:

(A) Adopt a board resolution to name you our broker, with the exception of EHA and NPERS. Brokerage contract and term.

(B) Create a master list of products and specs the District wants to offer employees in 24-25. Determine if that is district or employee cost.

(C) Audit the current benefits paid to employees or deducted for employees.

(D) Board resolution to switch 403B carrier and begin the paperwork for that. Work with employees on the transfer of funds from existing 403B carriers.

(E) Create a Special Pay program

(F) Create Benefits Dashboard

(G) Schedule Staff Engagement, Training, Open Enrollment, and Service Desk options.

(H) Finalize the role of payroll/benefits staff at CPS, your team, and myself when it comes to serving staff and working with benefit providers.

(I) Finalize the CPS Benefits Guide

GENERAL TIMELINE (Annual)

Staff Introduction & Benefits Guide - April 2024

Special Pay Plan - May 2024

New Teacher Open Enrollment - July 2024

Dashboard - July 2024

Returning Employee Open Enrollment - August 2024

403B and Benefits Seminar - August 2024

Semester New Employee Enrollment - January 2025